CISNEROS DECLARATION
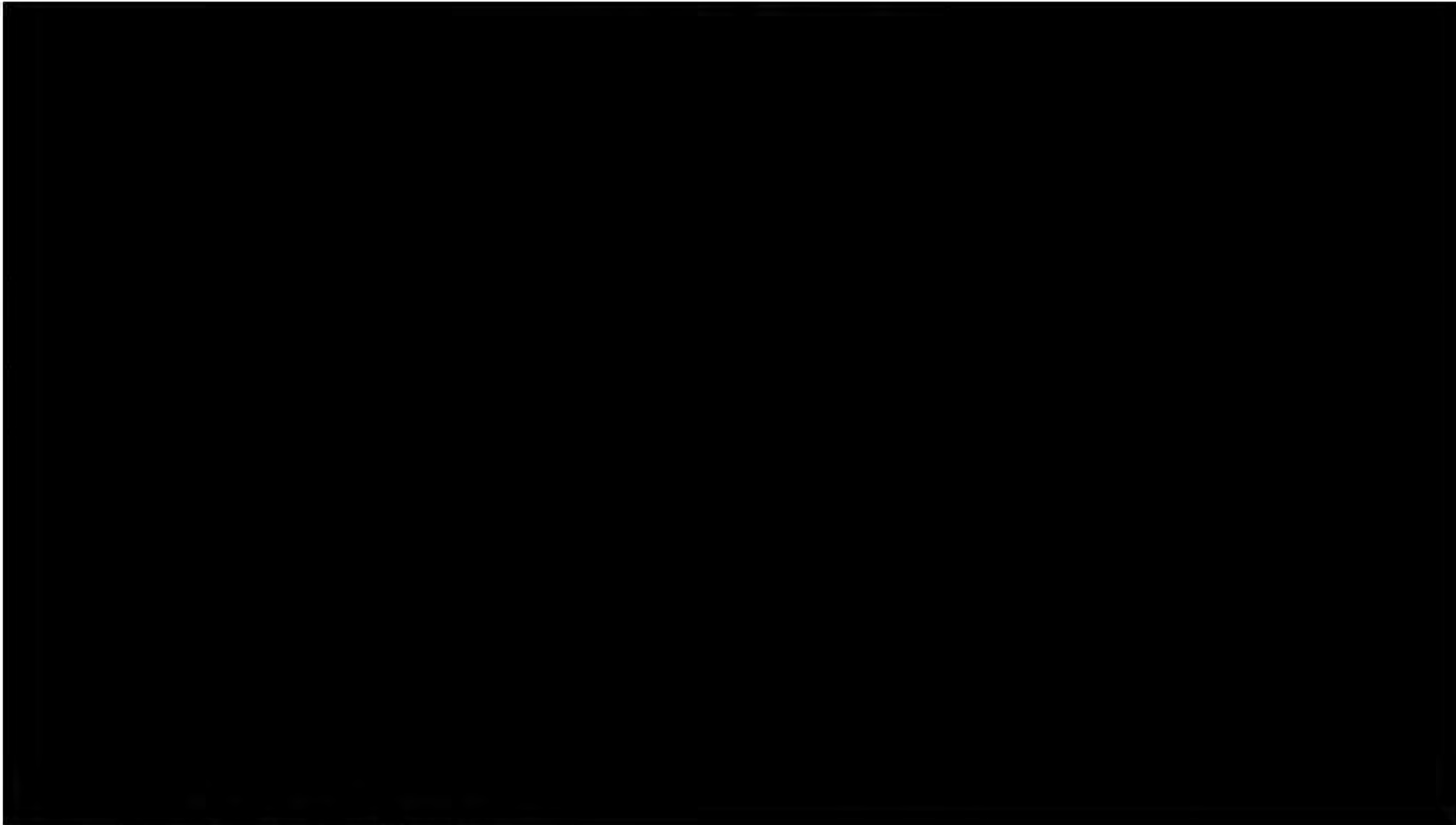
EXHIBIT 5

REDACTED VERSION

(Part 3 of 4)

Exhibit A1
Google - Base Salary by Grade
Technical, Creative, and R&D Class
2004

Notes: Mean base salary in each grade is shown in white.
Number of employees in each year is shown on top of each box.
Source: Dr. Leamer's backup and Dr. Hallock's backup.

Exhibit A2
Number of Employees and New Hires by Defendant and Year
Technical, Creative, and R&D Class
2001 - 2011

	Number of Employees										
Defendant	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
ADOBE	1,582	1,441	1,450	1,579	2,205	2,218	2,277	2,400	2,552	2,489	2,639
APPLE	2,670	2,866	2,954	2,942	3,358	3,677	4,248	4,950	5,589	6,663	7,582
GOOGLE	101	207	509	1,026	2,258	3,776	5,289	6,387	6,824	8,693	11,139
INTEL	■	■	■	■	■	■	■	■	■	■	■
INTUIT	1,554	1,973	1,904	1,826	1,809	1,859	2,233	2,317	2,208	2,278	2,429
LUCASFILM	57	65	72	80	134	274	335	320	348	338	320
PIXAR	372	411	413	435	476	548	564	661	700	746	765
Total	34,479	33,874	33,511	33,586	40,470	41,208	42,529	44,202	45,238	48,948	55,285

|	Number of New Hires										
Defendant	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
ADOBE	214	120	131	215	724	331	311	258	382	297	348
APPLE	542	354	302	339	643	589	752	859	819	1,331	1,508
GOOGLE	44	109	294	537	1,263	1,550	1,717	1,387	653	2,138	2,788
INTEL	■	■	■	■	■	■	■	■	■	■	■
INTUIT	299	397	245	263	360	373	652	373	234	293	329
LUCASFILM	18	6	7	9	36	127	81	50	43	57	23
PIXAR	103	71	45	45	62	97	48	134	84	83	81
Total	4,371	2,031	1,865	3,239	7,649	4,742	4,753	4,996	2,981	5,930	8,512

Notes: The following employees are dropped: interns, part-time employees, senior executives, retail employees, non-U.S. employees, and hourly employees.

■■■■■■■■■■■■■■■■■■■■■■■■■■■■■■ .

New hires are defined as employees who have their first observed record within 12 months after their current hire date. Employees with first observed records on January 2001 need to have been hired in that month in order to be counted as a new hires.

Source: Dr. Leamer's backup.

Exhibit A3
Intel - Number of Employees by Grade Level and Year
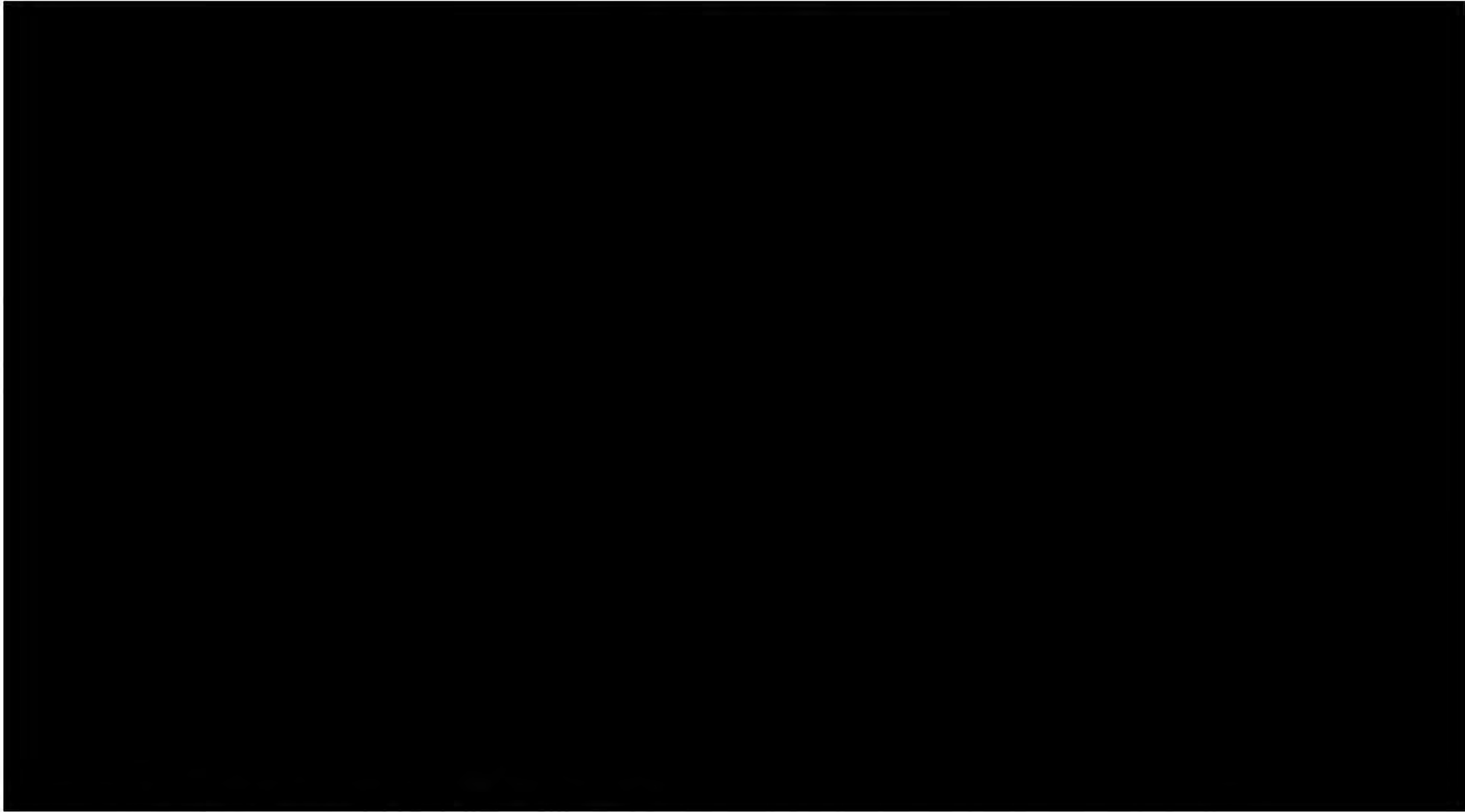**Technical, Creative, and R&D Class**
2001 - 2011

Grade Level	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
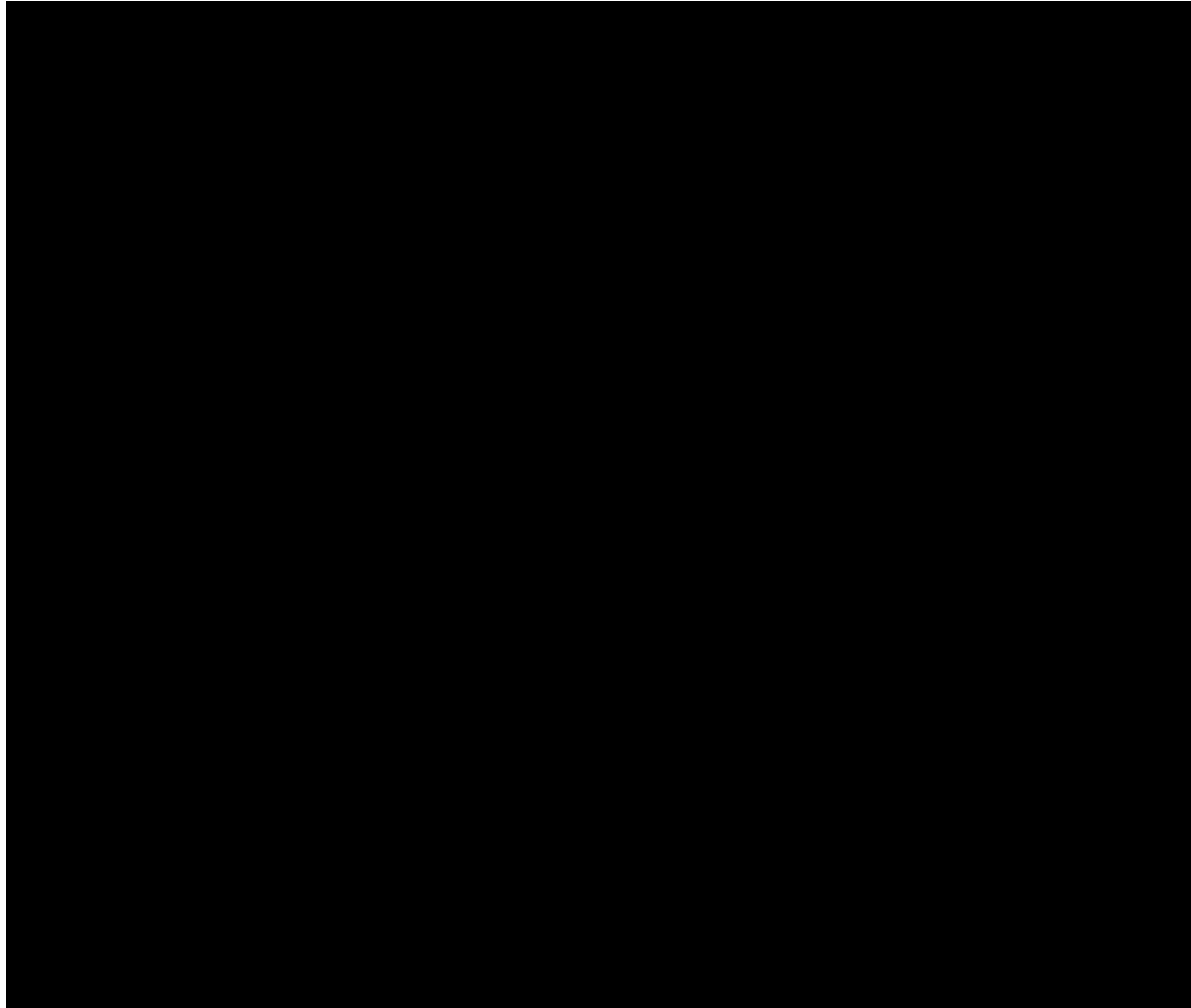
Source: Dr Leamer's backup

Exhibit A4
Intel ███████ - Base Salary Over Time
Technical, Creative, and R&D Class
2001 - 2011

Notes: 235 employees with home country other than the U.S. in 2009 are dropped.
         Mean base salary in each grade is shown in white.
         Number of employees in each year is shown on top of each box.
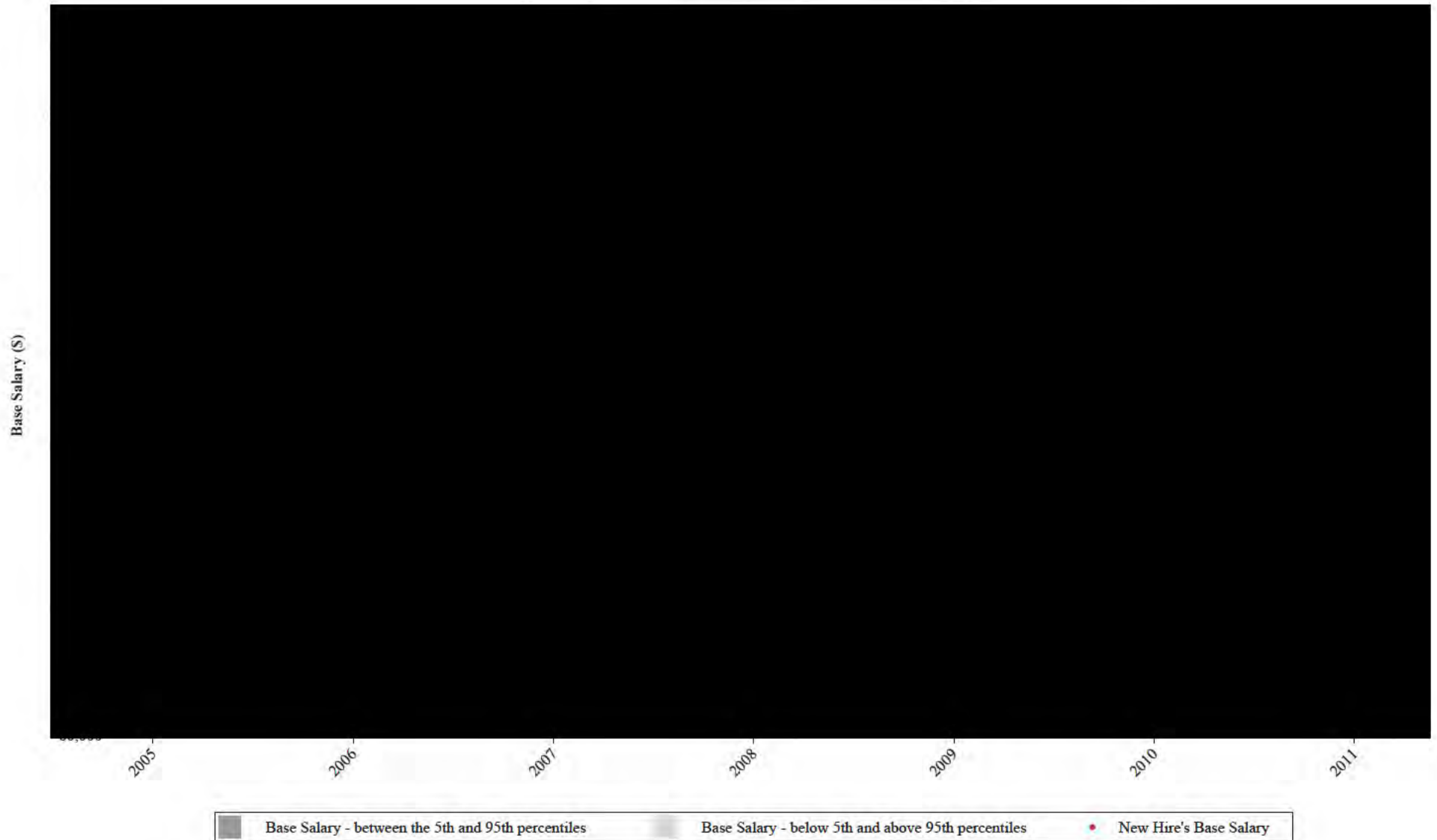Source: Dr. Leamer's backup.

Exhibit A5
Apple - Number of Employees by Grade Level and Year
Technical, Creative, and R&D Class
2001 - 2011

Grade Level	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011

Source: Dr Leamer's backup

Exhibit A6
Apple ▉▉▉▉ - Base Salary Over Time
Technical, Creative, and R&D Class
2005 - 2011

Base Salary ($)

2005   2006   2007   2008   2009   2010   2011

| ■ Base Salary - between the 5th and 95th percentiles | ■ Base Salary - below 5th and above 95th percentiles | • New Hire's Base Salary |

Notes: Number of employees in each year is shown on top of each box.
         Mean base salary in each grade is shown in white.
Source: Dr. Leamer's backup.

Exhibit A7
Select Adobe Job Code Years With Multipe Salary Ranges
Technical, Creative, and R&D Class

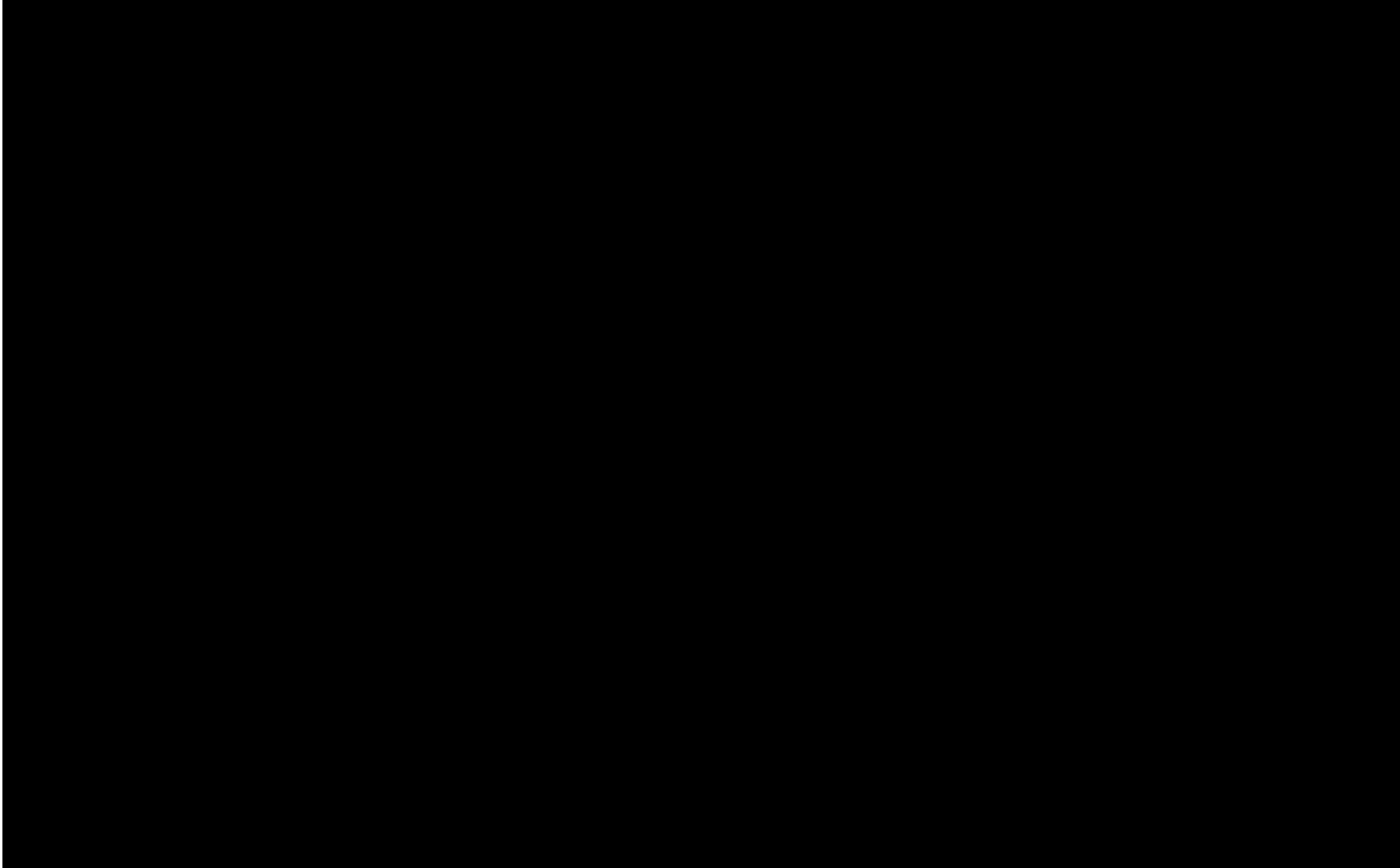| Job Code	Job Title	Year	Minimum	Middle	Maximum

Source: Dr. Leamer's backup.

Exhibit A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

Job Code	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011

Exhibit A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

Job Code	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011

Exhibit A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

Job Code	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011

Exhibit A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

Job Code	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011

Exhibit A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

Job Code	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011

Exhibit A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

Job Code	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011

Exhibit A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

Job Code	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011

Exhibit A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

Job Code	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011

Source: Dr. Leamer's backup.

Exhibit A9
Count of Adobe Job Codes
By Number of Employees in Job Code
Technical, Creative, and R&D Class
2005

Count of Adobe Job Codes

Source: Dr. Leamer's backup.

Exhibit A10
Adobe Job Code ███████ - Base Salary Over Time
Technical, Creative, and R&D Class
2001 - 2011

	Base Salary - between the 5th and 95th percentiles		Base Salary - below 5th and above 95th percentiles
•	New Hire's Base Salary	∗	Named Plaintiff's Base Salary
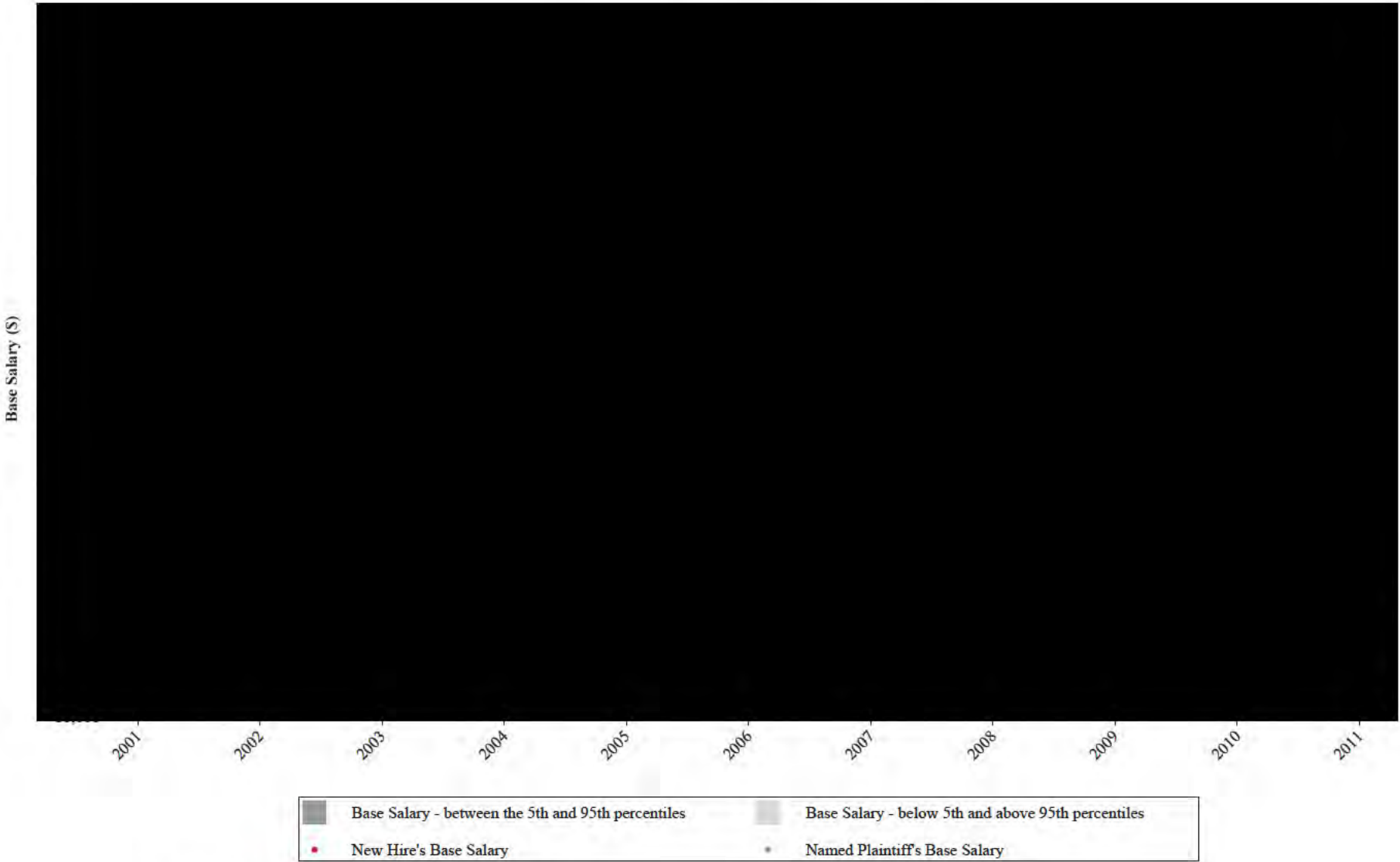
Notes: Number of employees in each year is shown on top of each box.
        Mean base salary in each grade is shown in white.
Source: Dr. Leamer's backup.

Exhibit A11
Adobe Job Code ███████ - Base Salary Over Time
Technical, Creative, and R&D Class
2001 - 2011

Base Salary ($)

2001   2002   2003   2004   2005   2006   2007   2008   2009   2010   2011

	Base Salary - between the 5th and 95th percentiles		Base Salary - below 5th and above 95th percentiles
•	New Hire's Base Salary	∘	Named Plaintiff's Base Salary
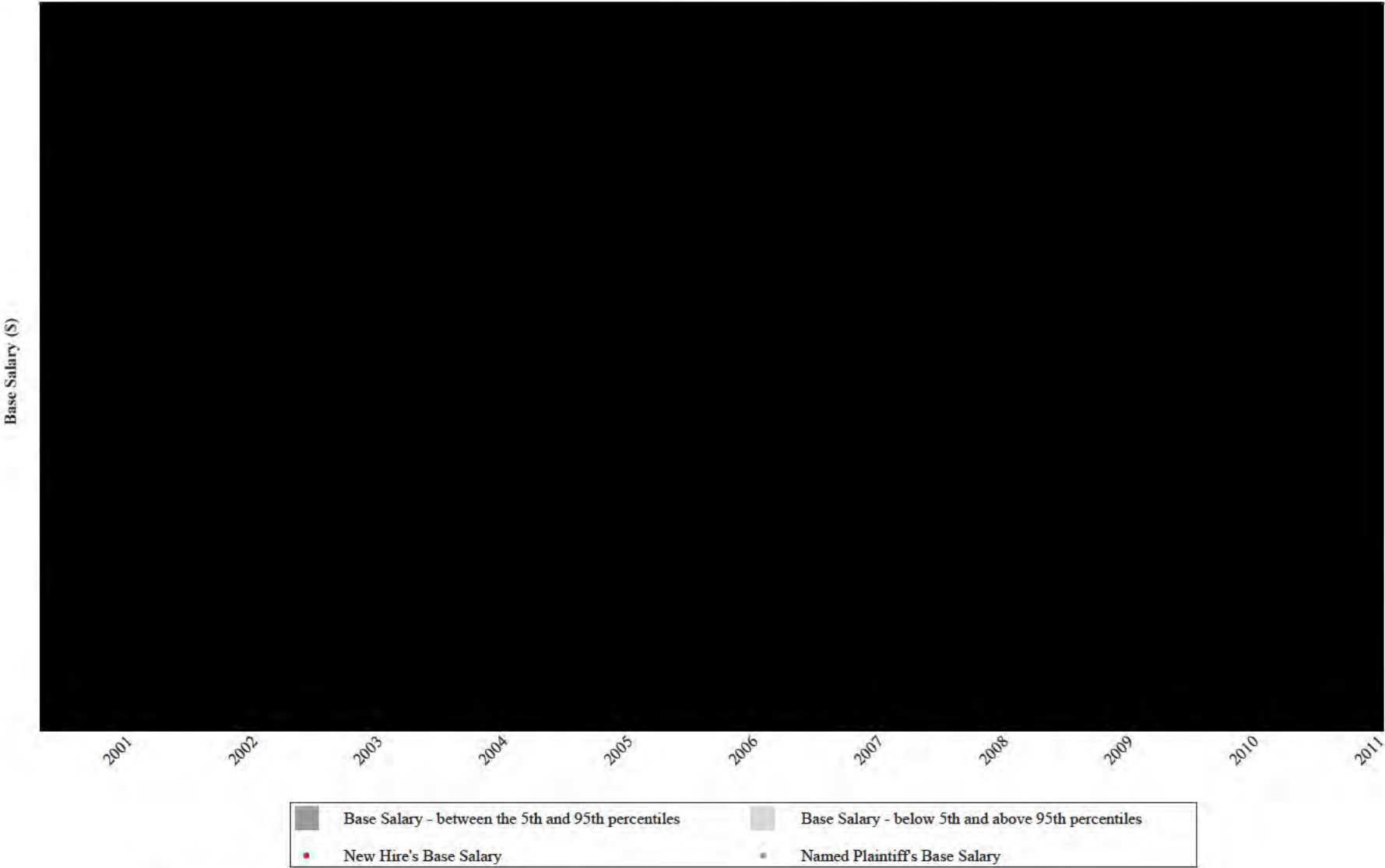
Notes: Number of employees in each year is shown on top of each box.
          Mean base salary in each grade is shown in white.
Source: Dr. Leamer's backup.

Exhibit A12
Adobe, Apple, Intel - Weighted Average Base Salary of Selected Grades
Technical, Creative and R&D Class
2001 - 2011
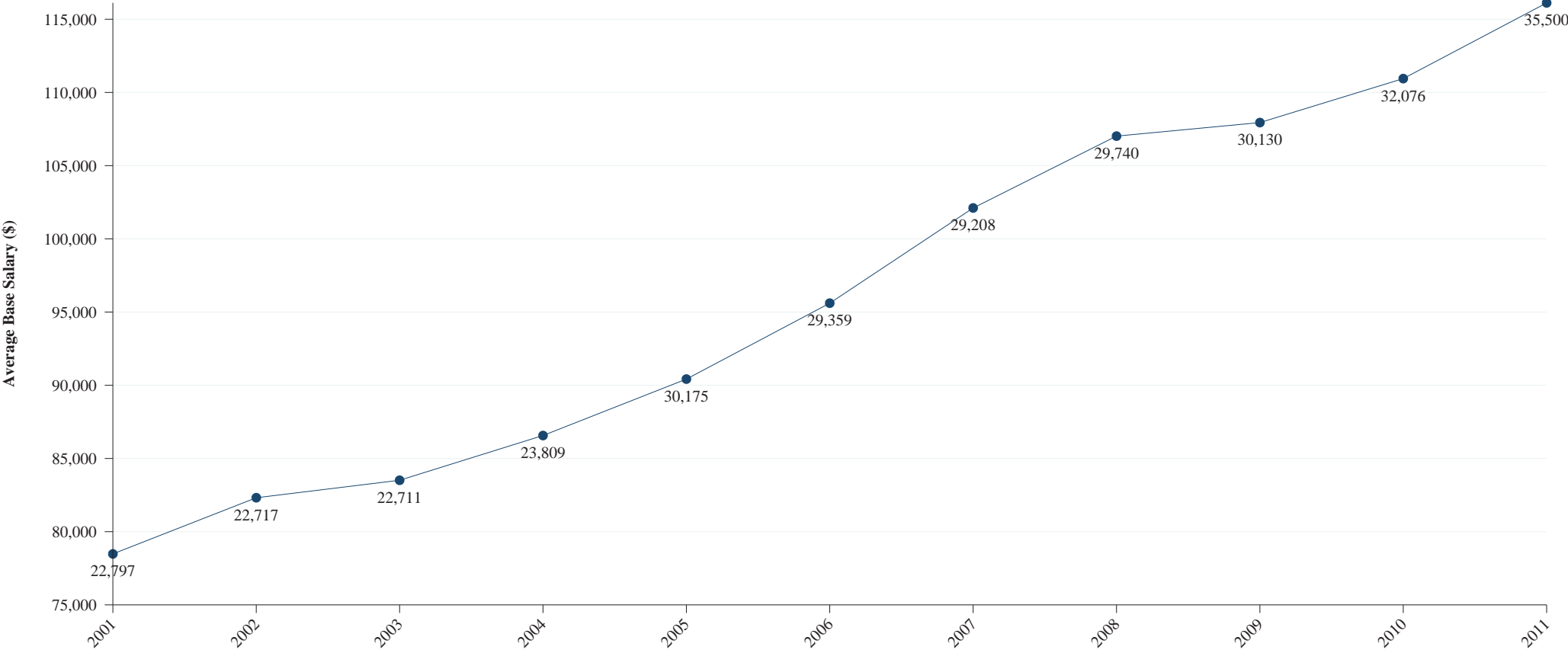
Notes: Number of employees in each year is shown in black.
Average base salary is calculated by year and includes Intel employees in grades 5 to 11, Adobe employees in job codes 3001078, 3001498, 3001077, 3001079 and Apple employees in grades 1080, 1082, 1084, 1086, and 1088.
The average growth rate of the average base salary is 4.5% during the alleged conduct period, and 3.5% outside of the alleged conduct period.
Alternatively, the average growth rate of the average base salary is 3.0% during the alleged conduct period, and 2.3% outside of the alleged conduct period when growth is first calculated by grade and then averaged across the year.
Source: Dr. Leamer's backup.

Exhibit A13
Google - Number of Employees by Grade Level and Year
Technical, Creative, and R&D Class
2001 - 2011

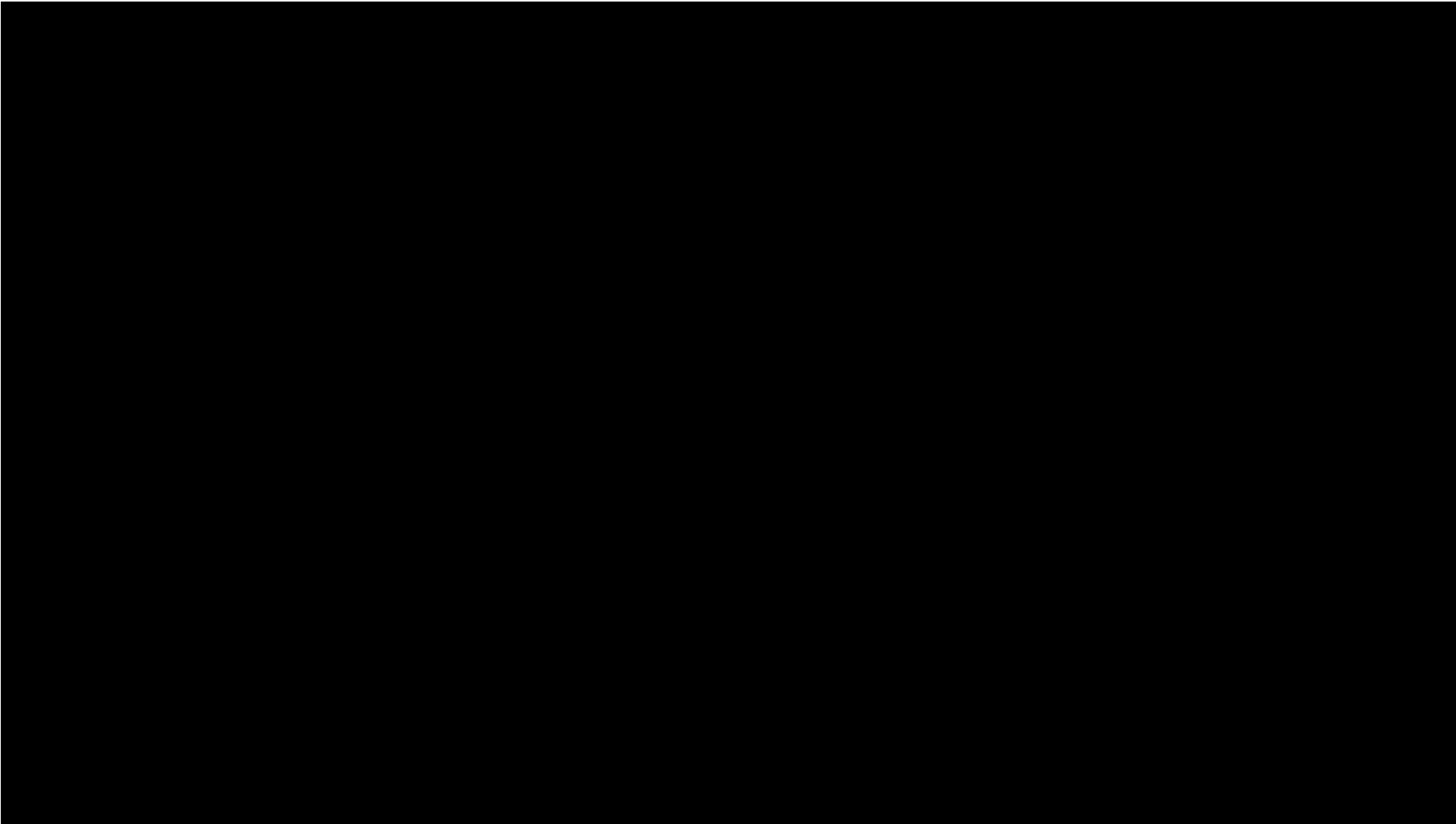| Grade Level	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011

Source: Dr. Leamer's backup.

Exhibit A14
Google ▮▮▮▮▮ - Number of Employees by Job Title Over Time
Technical, Creative, and R&D Class
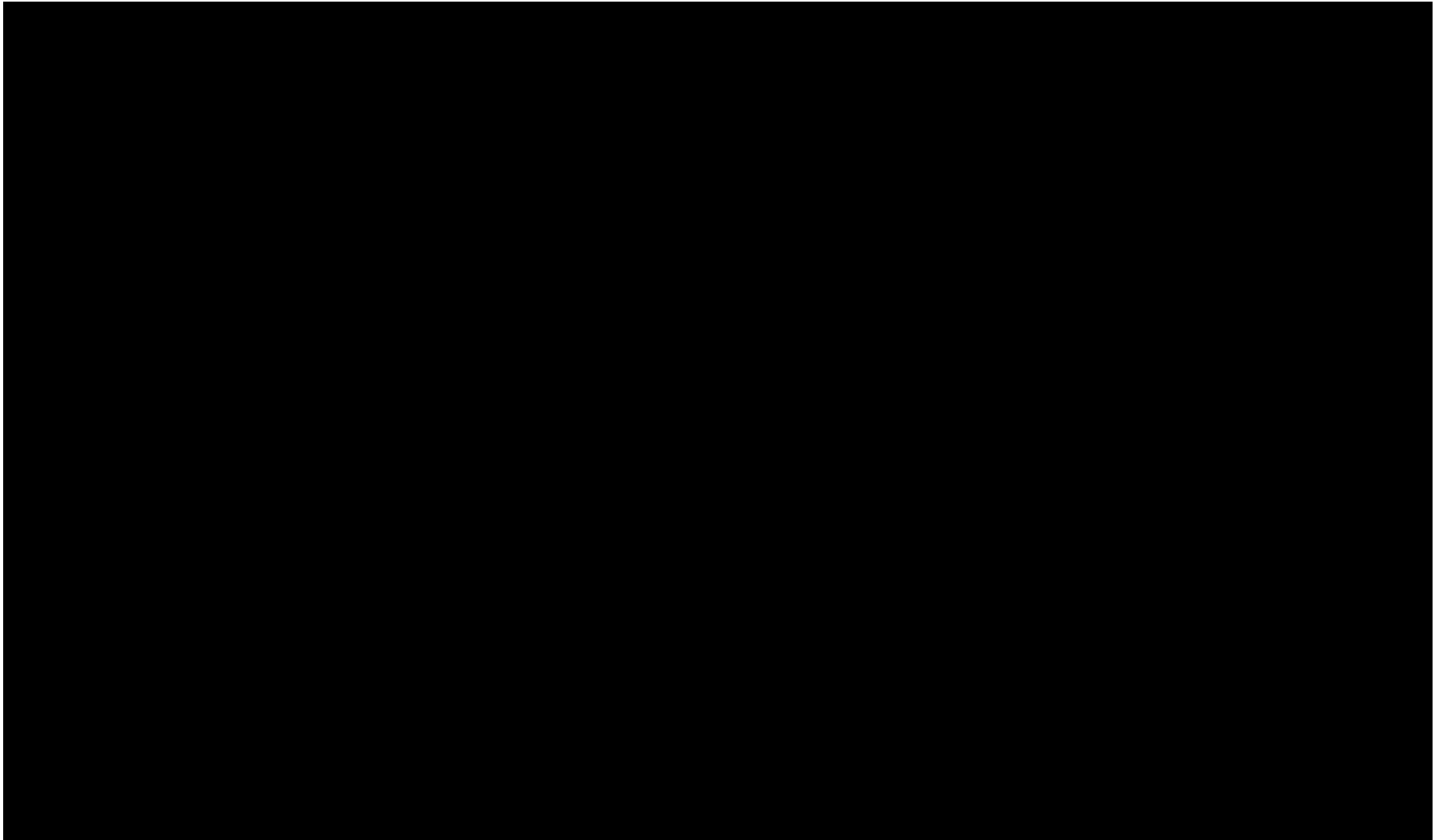**2001 - 2011**

Source: Dr. Leamer's backup.

Exhibit A15
Google ▮▮▮▮▮ - Number of Employees by Job Title Over Time
Technical, Creative, and R&D Class
2001 - 2011

Source: Dr. Leamer's backup.

Exhibit A16
Google - ▮▮▮▮▮
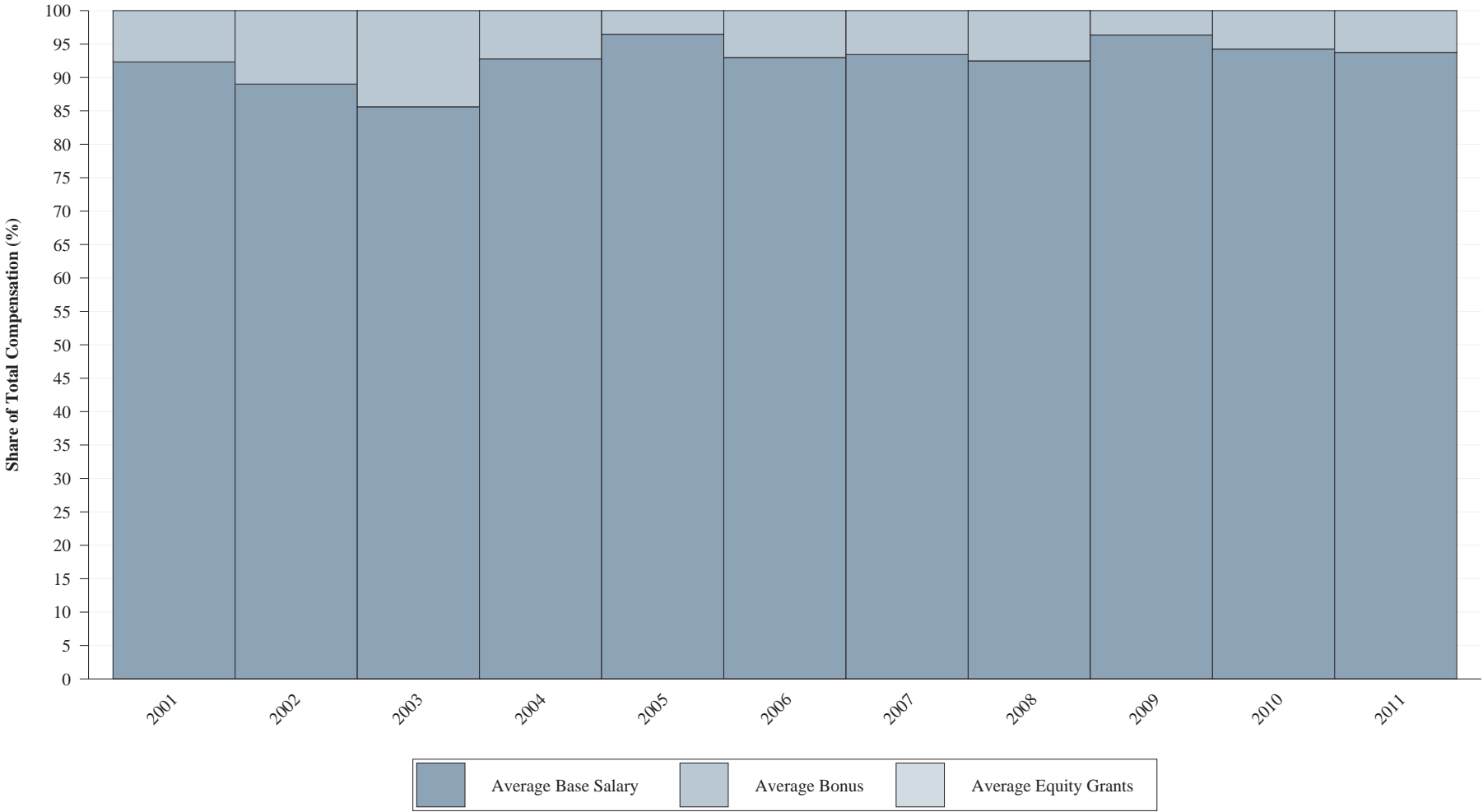**Base Salary, Bonus, Equity Grants as Percent of Total Compensation**
Technical, Creative, and R&D Class
2001-2011

Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

Exhibit A17
Google - ▮▮▮▮▮▮
Share of Employees New to the Grade
Technical, Creative, and R&D Class
2002 - 2011

Source: Dr. Leamer's backup.

Exhibit A18
Intuit Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001 - 2011
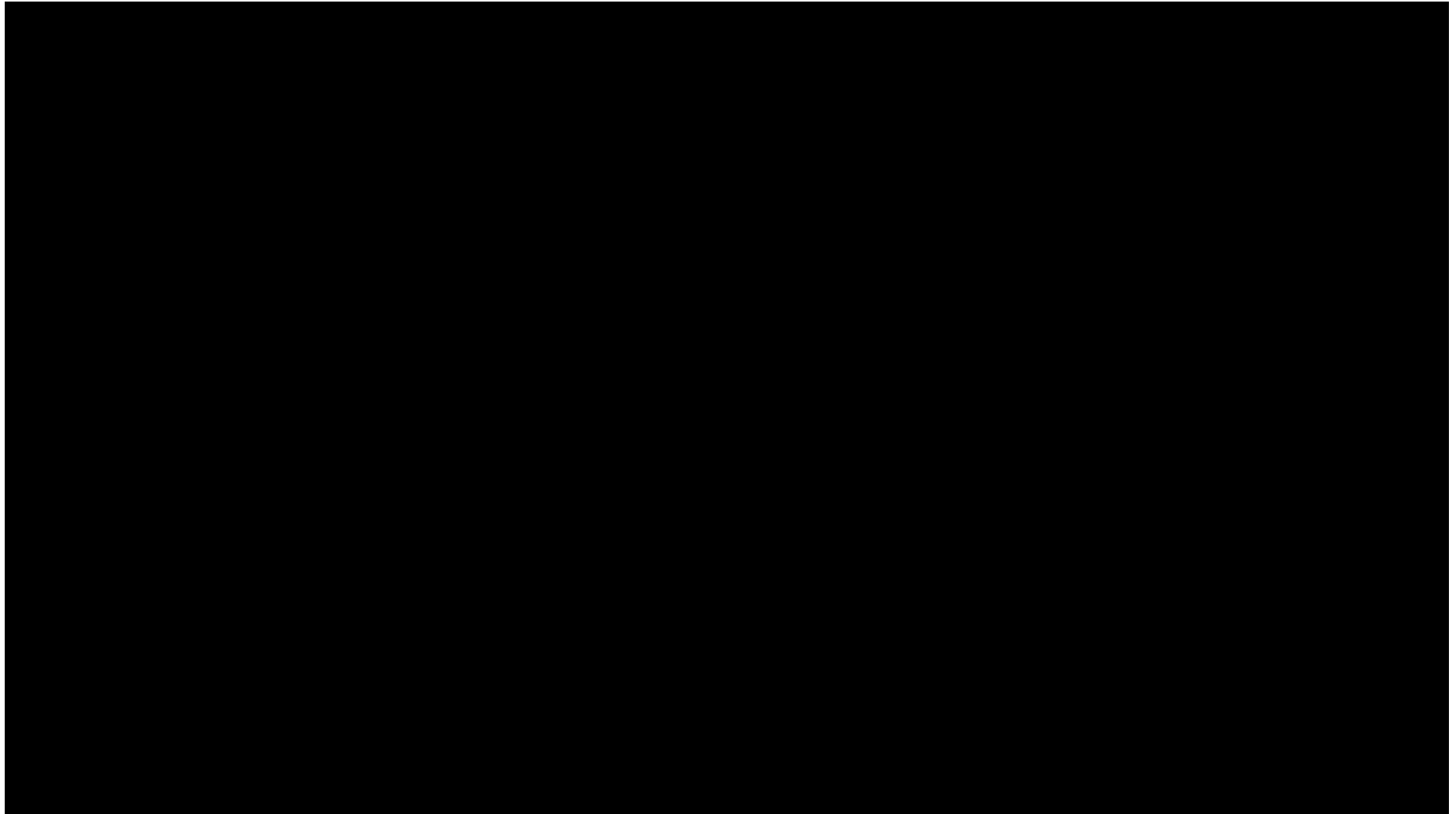
Notes: Excludes over-time and LTI compensation.
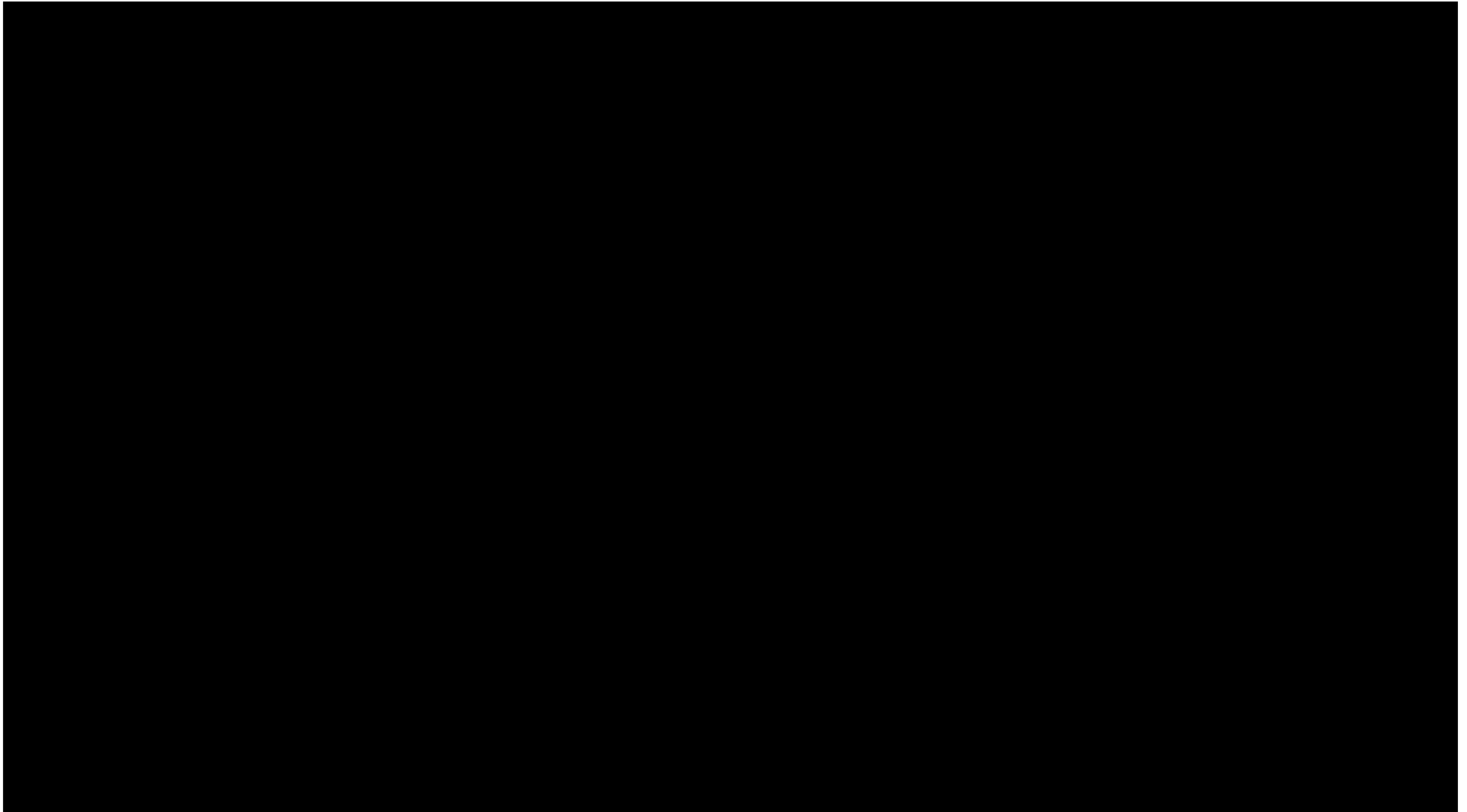Source: Dr. Leamer's backup.

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Exhibit A19
Pixar Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001 - 2011
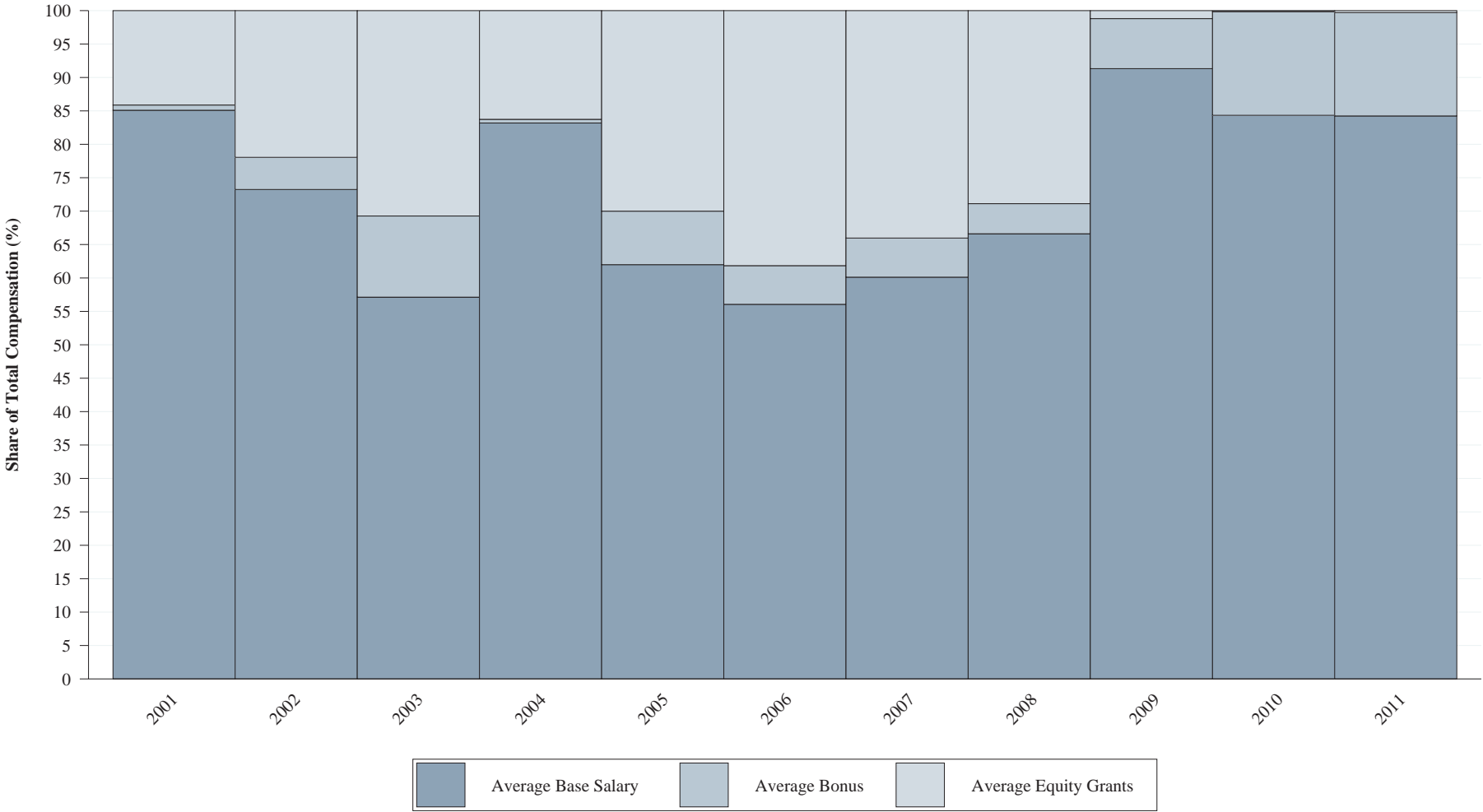
Notes: Excludes over-time and LTI compensation.
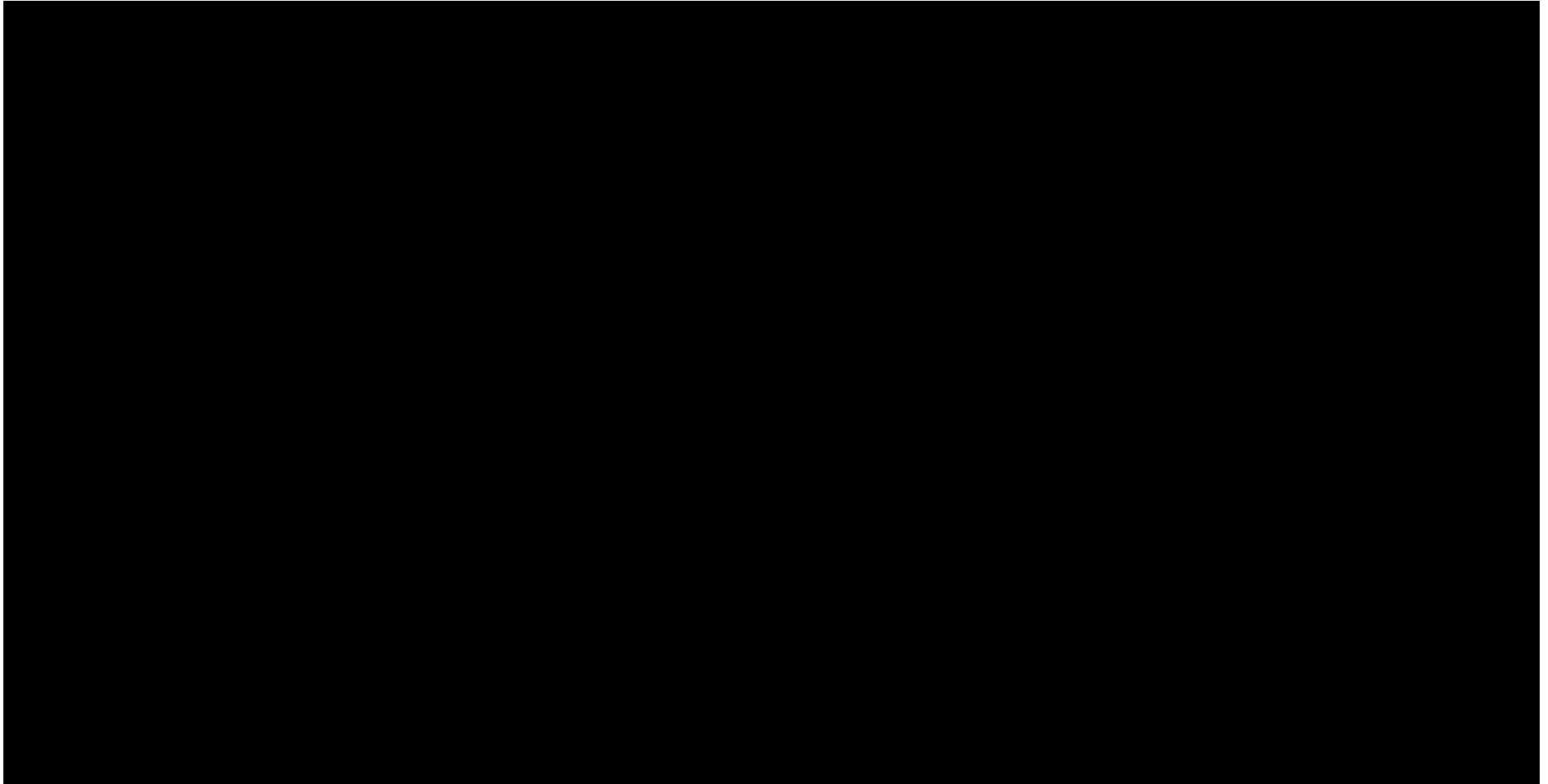Source: Dr. Leamer's backup.

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Exhibit A20
Lucasfilm Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001 - 2011

Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

Exhibit B1
Adobe, Apple, Intel, and Google
Separation Rates Comparison Between Employees with Some and Zero Equity Grants
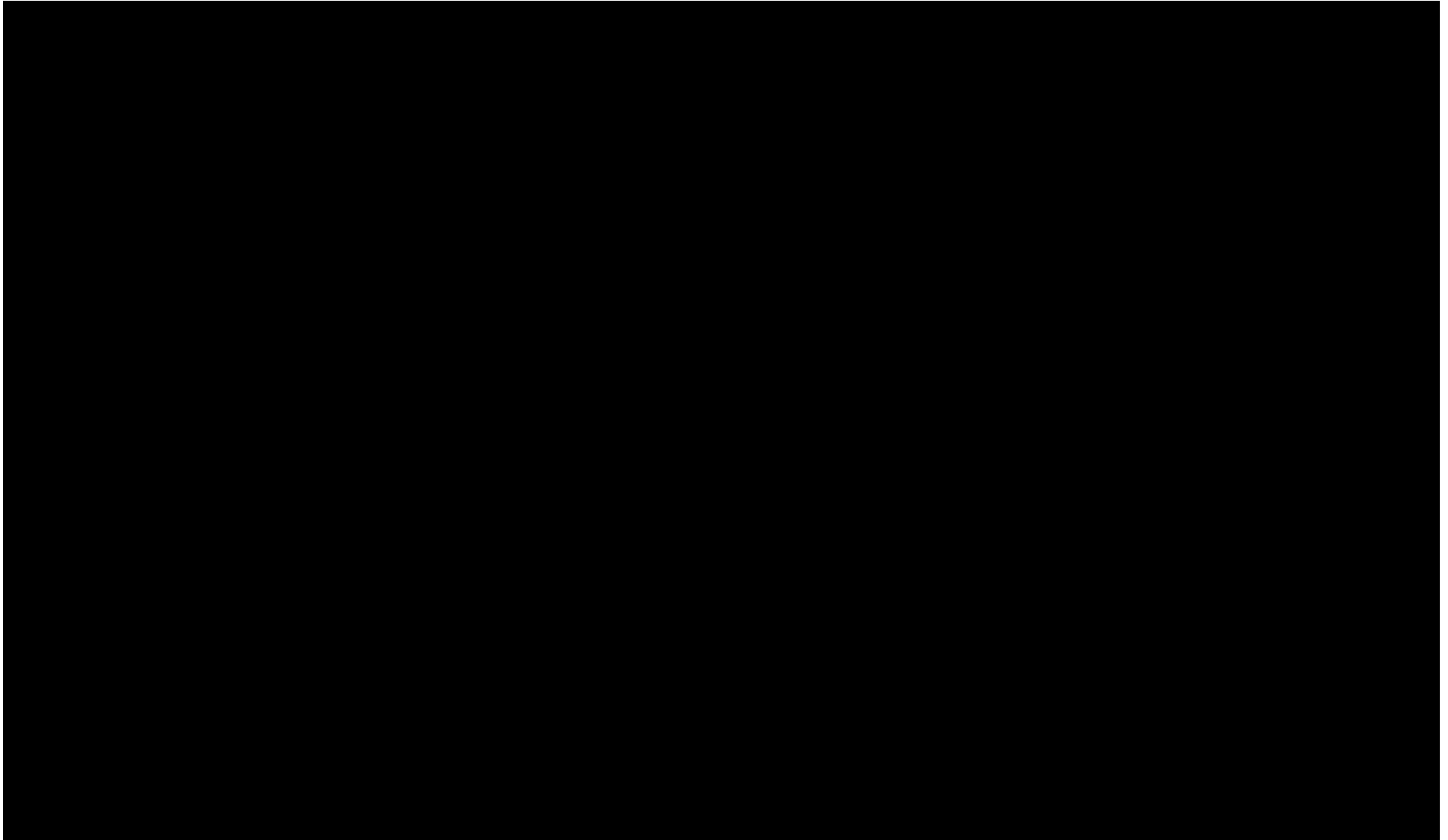**Technical, Creative and R&D Class**

Source: Dr. Leamer's backup.

Exhibit B2
Adobe, Apple, Intel, and Google
Retention of Employees with Some and Zero Equity Grants
Technical, Creative and R&D Class
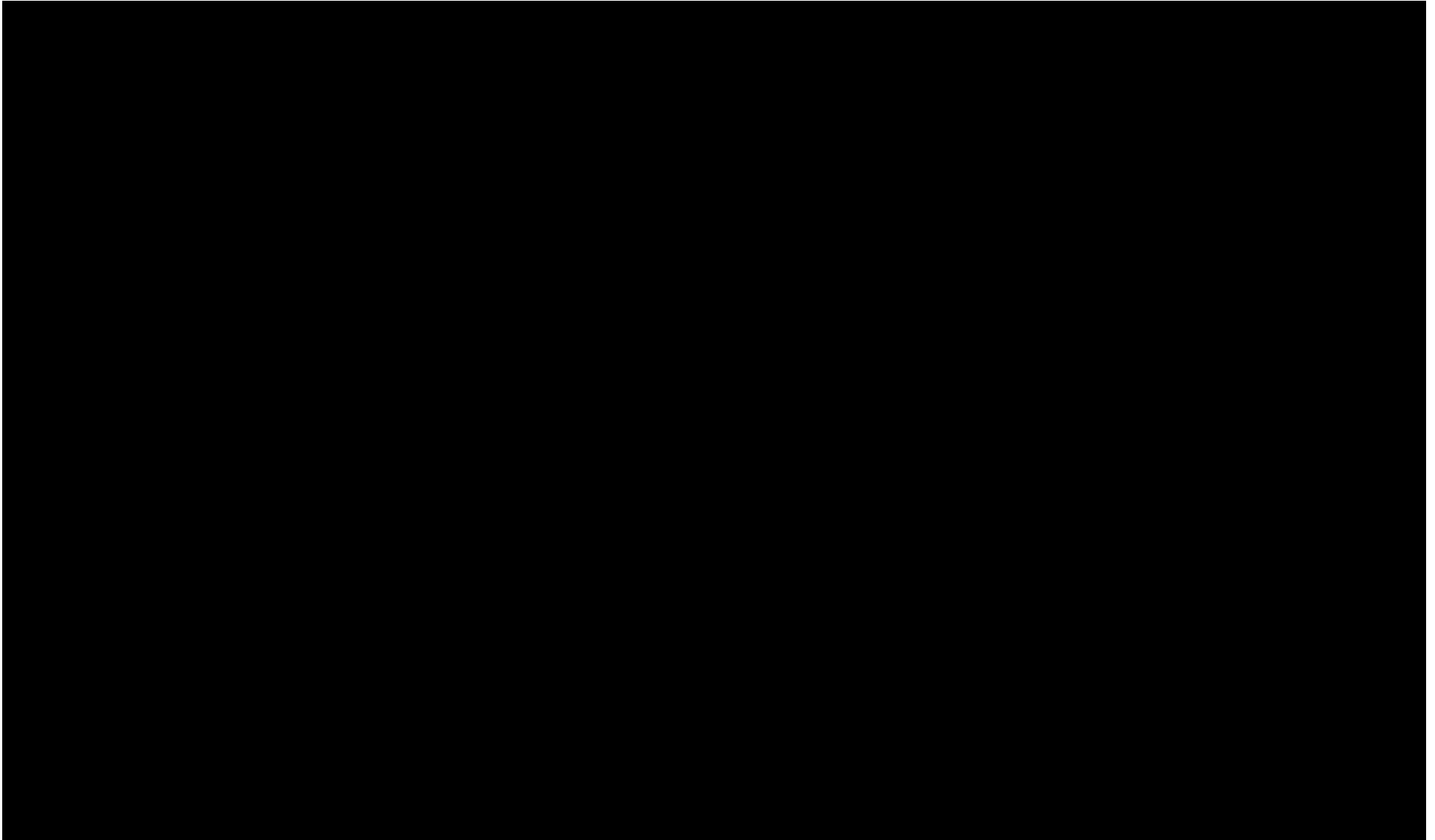**2001 - 2011**

Source: Dr Leamer's backup

Exhibit B3
Adobe -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
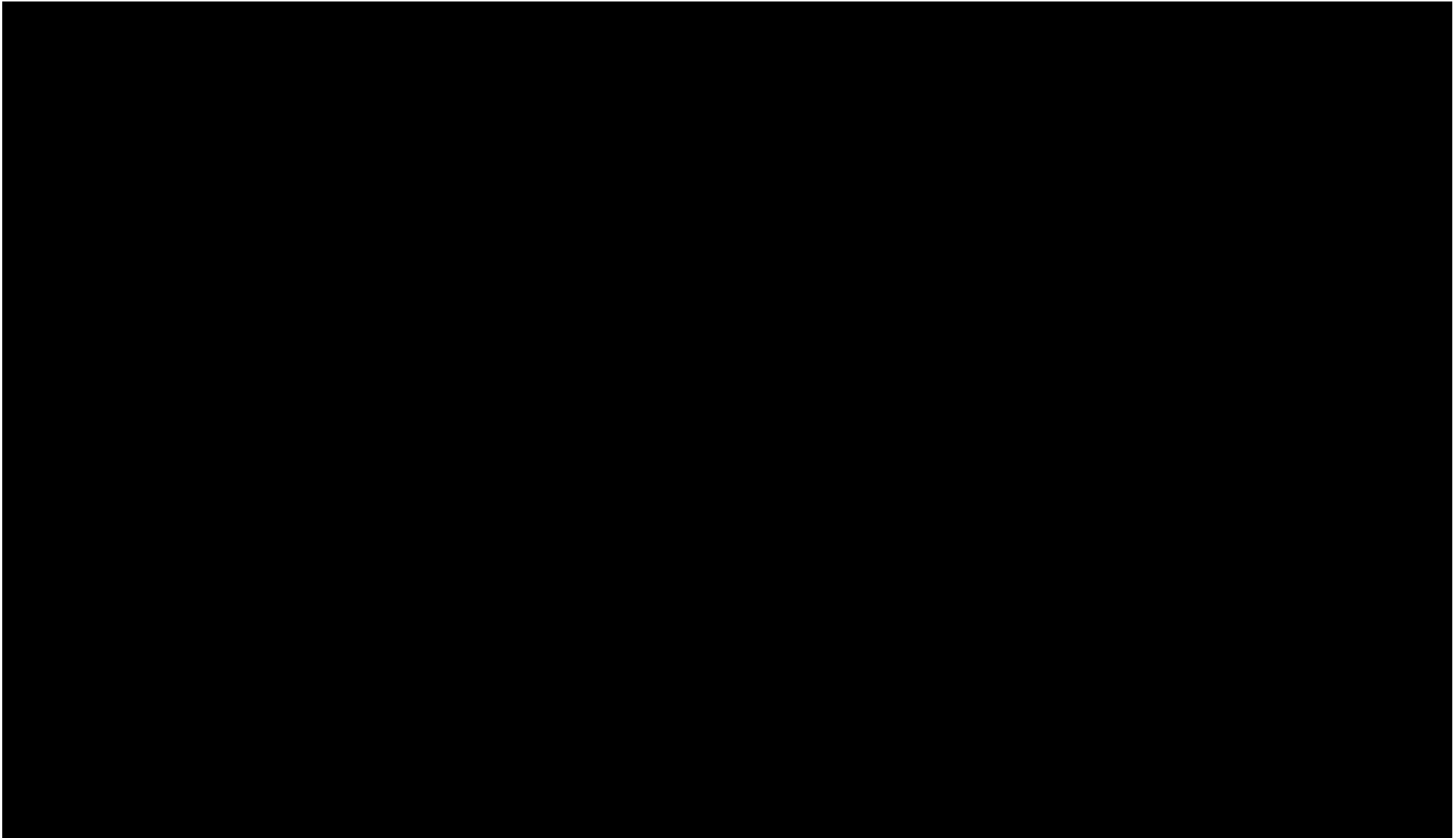**2007**

Source: Dr. Leamer's backup.

Exhibit B3
Apple -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
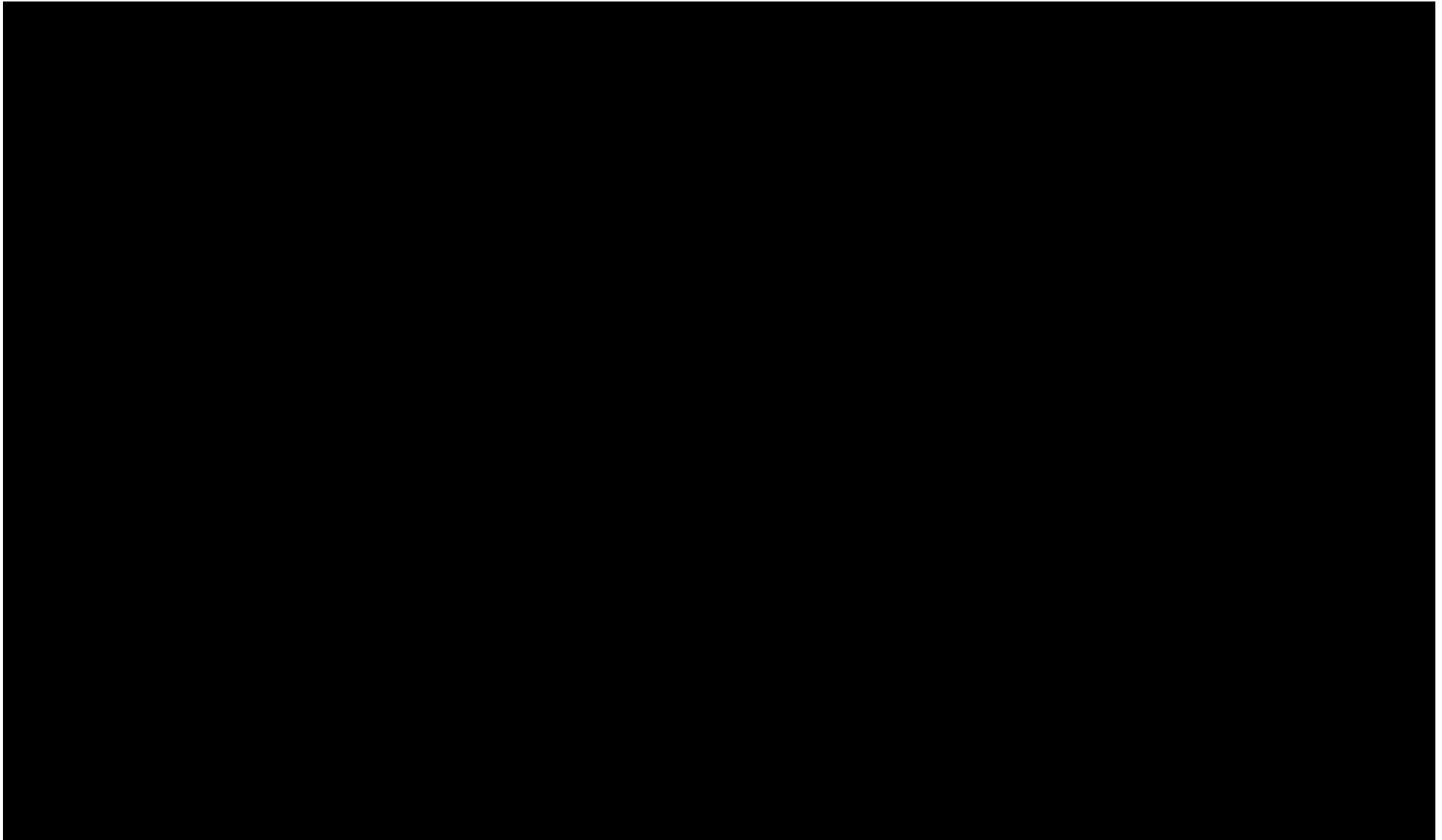**2007**

Source: Dr. Leamer's backup.

Exhibit B3
Google -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2007

Source: Dr. Leamer's backup.

Exhibit B3
Intel -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2007

Source: Dr. Leamer's backup.
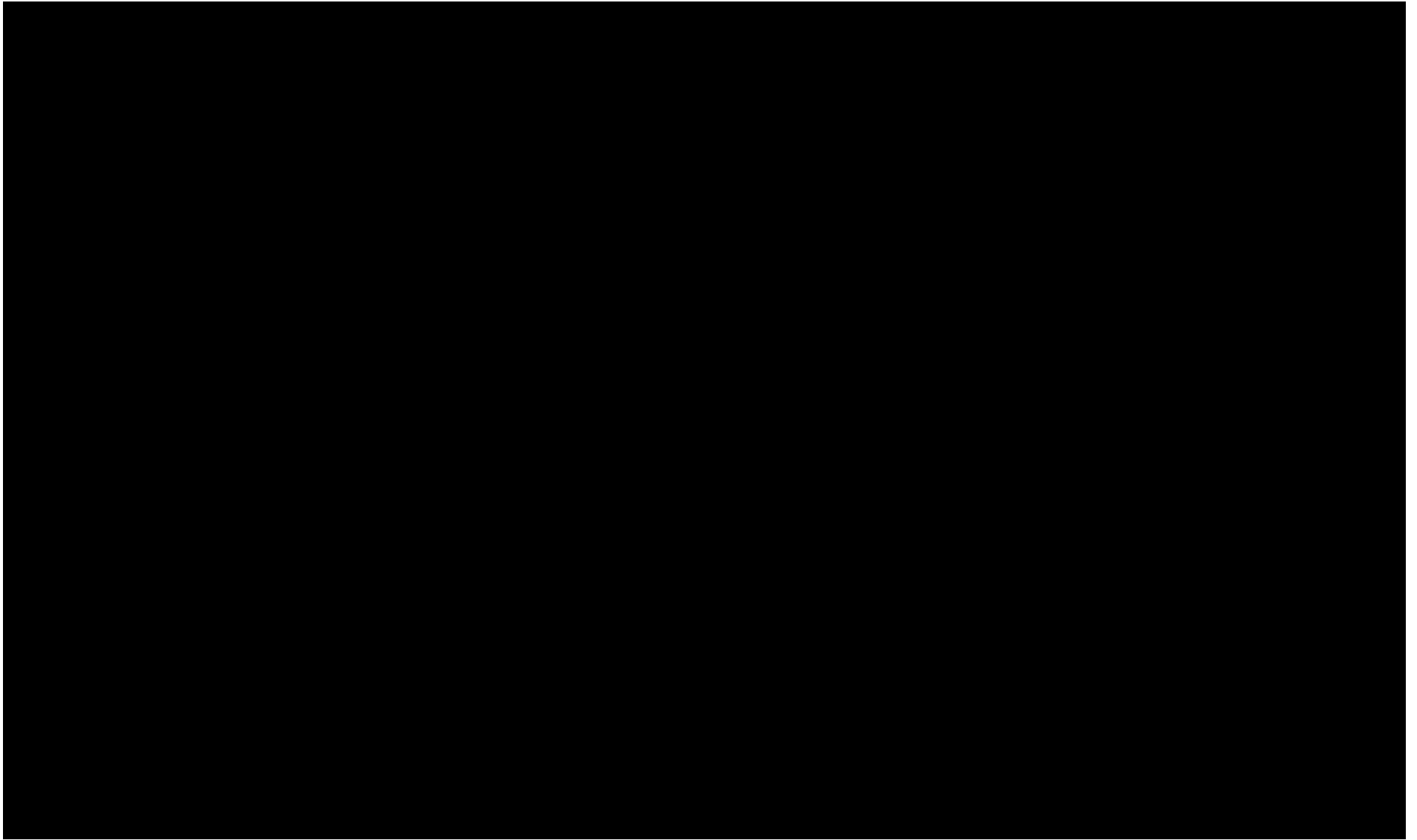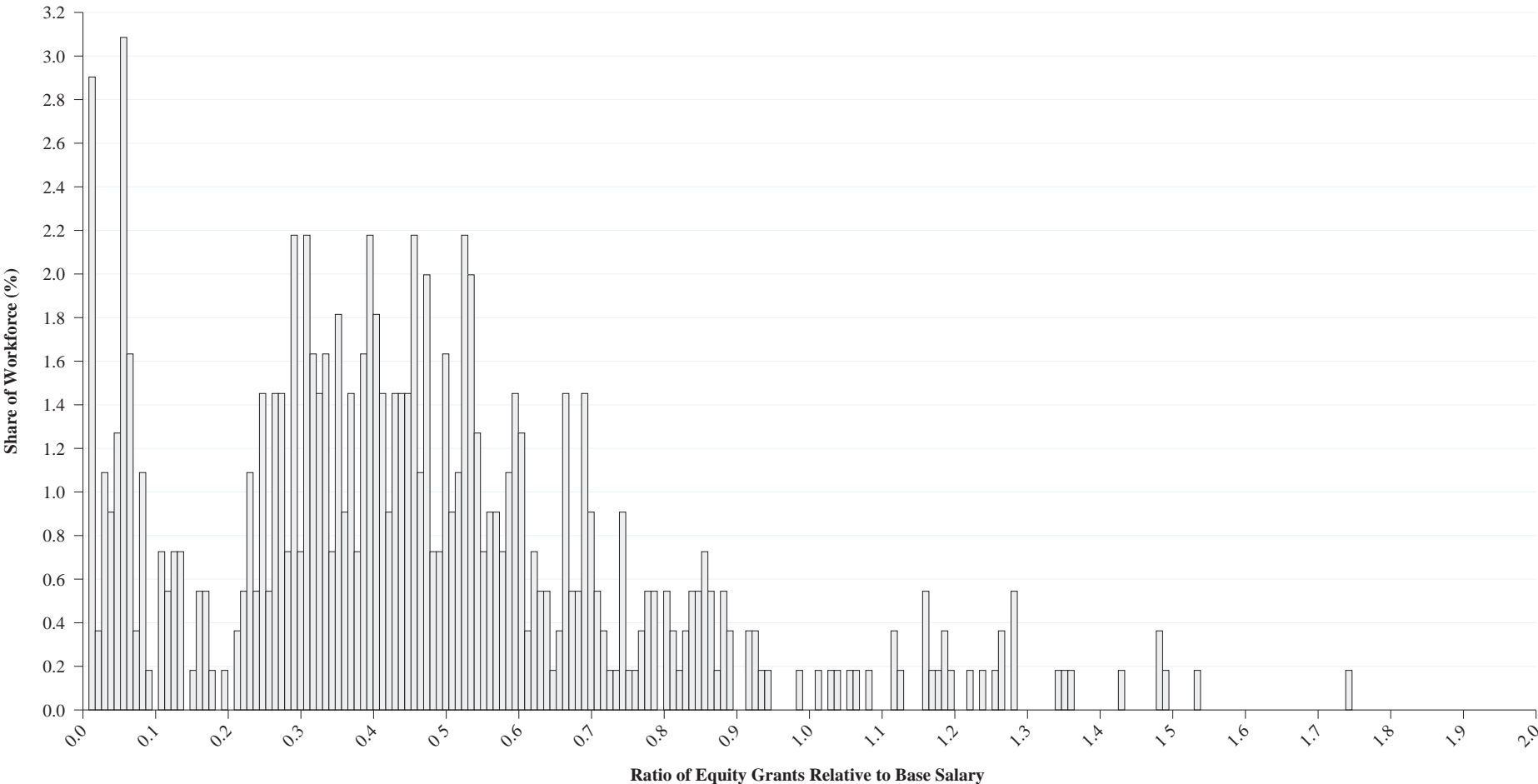
Exhibit B3
Intuit -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2007

Source: Dr. Leamer's backup.

Exhibit B3
Pixar -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2007

Notes: Excludes a total of 5 employee(s) with no equity grants.
Excludes a total of 8 employee(s) with a ratio greater than 2.
Includes 551 employee(s) in the class.
Source: Dr. Leamer's backup.

Exhibit B4
Share of Workforce Which was Awarded Some Equity Grants
Technical, Creative, and R&D Class
2001 - 2011
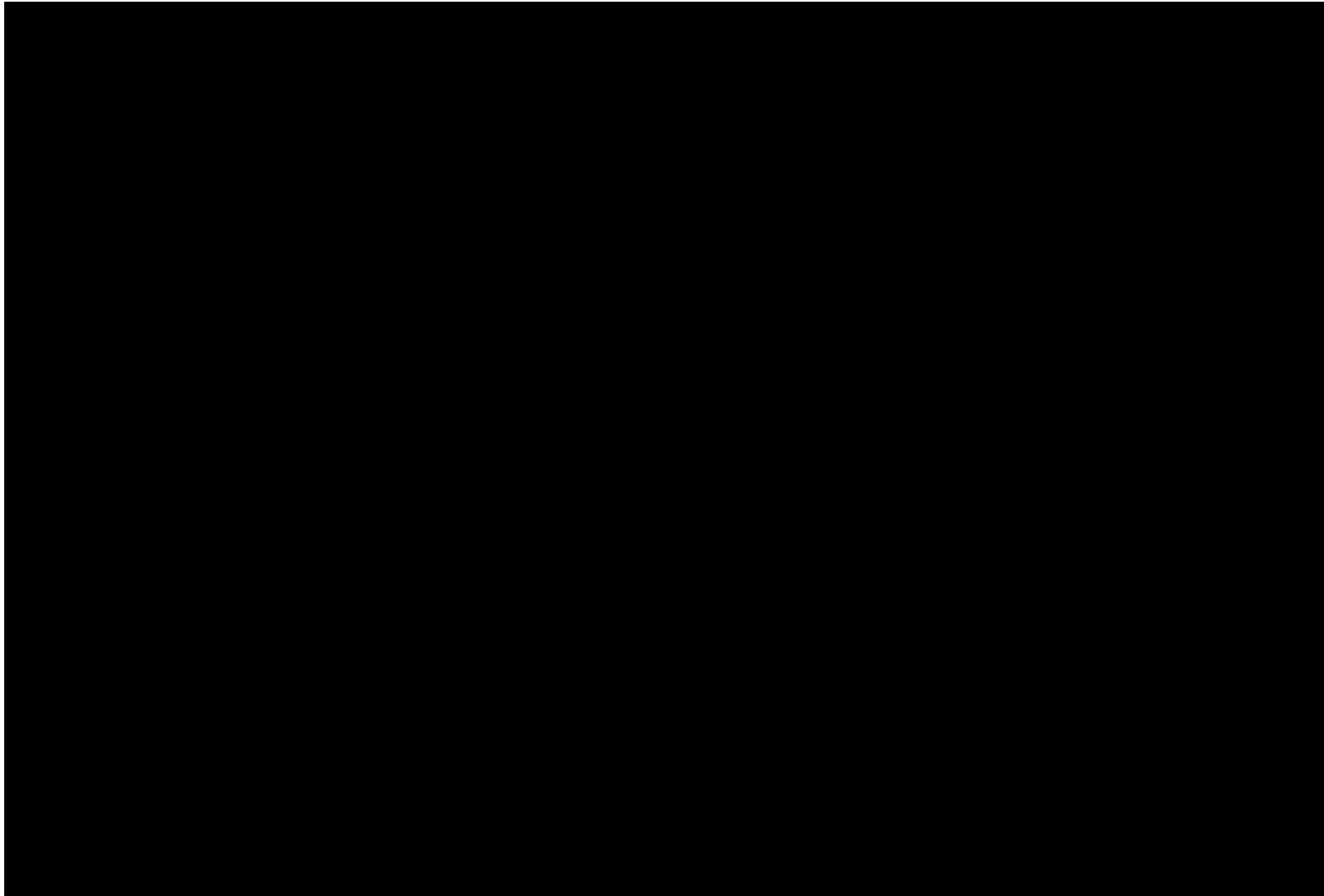
Source: Dr. Leamer's backup.

Exhibit B5
Intel - ■■■■■■
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001-2011
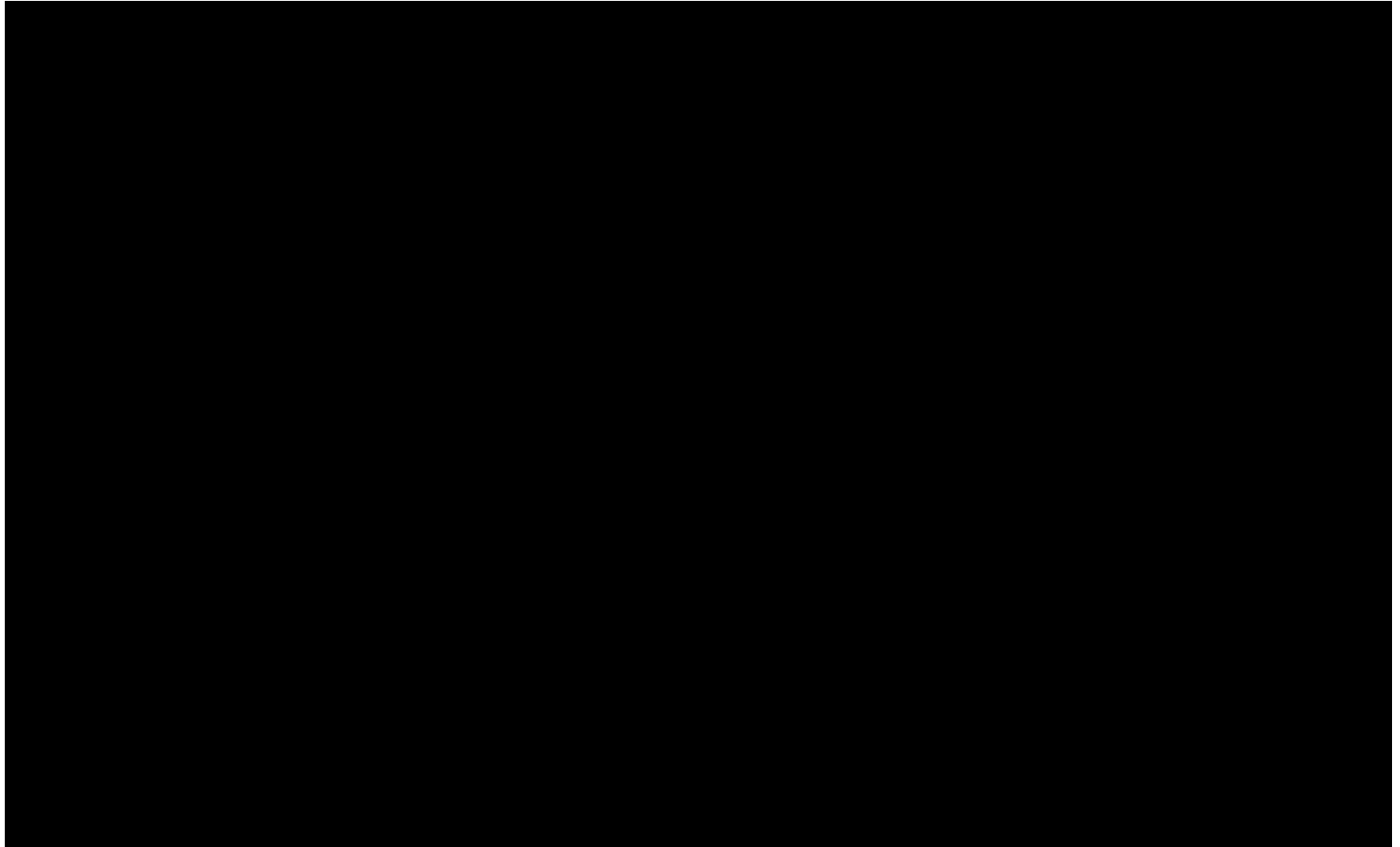
Source: Dr. Leamer's backup.

Exhibit B6
Apple - ███████
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2005 - 2011
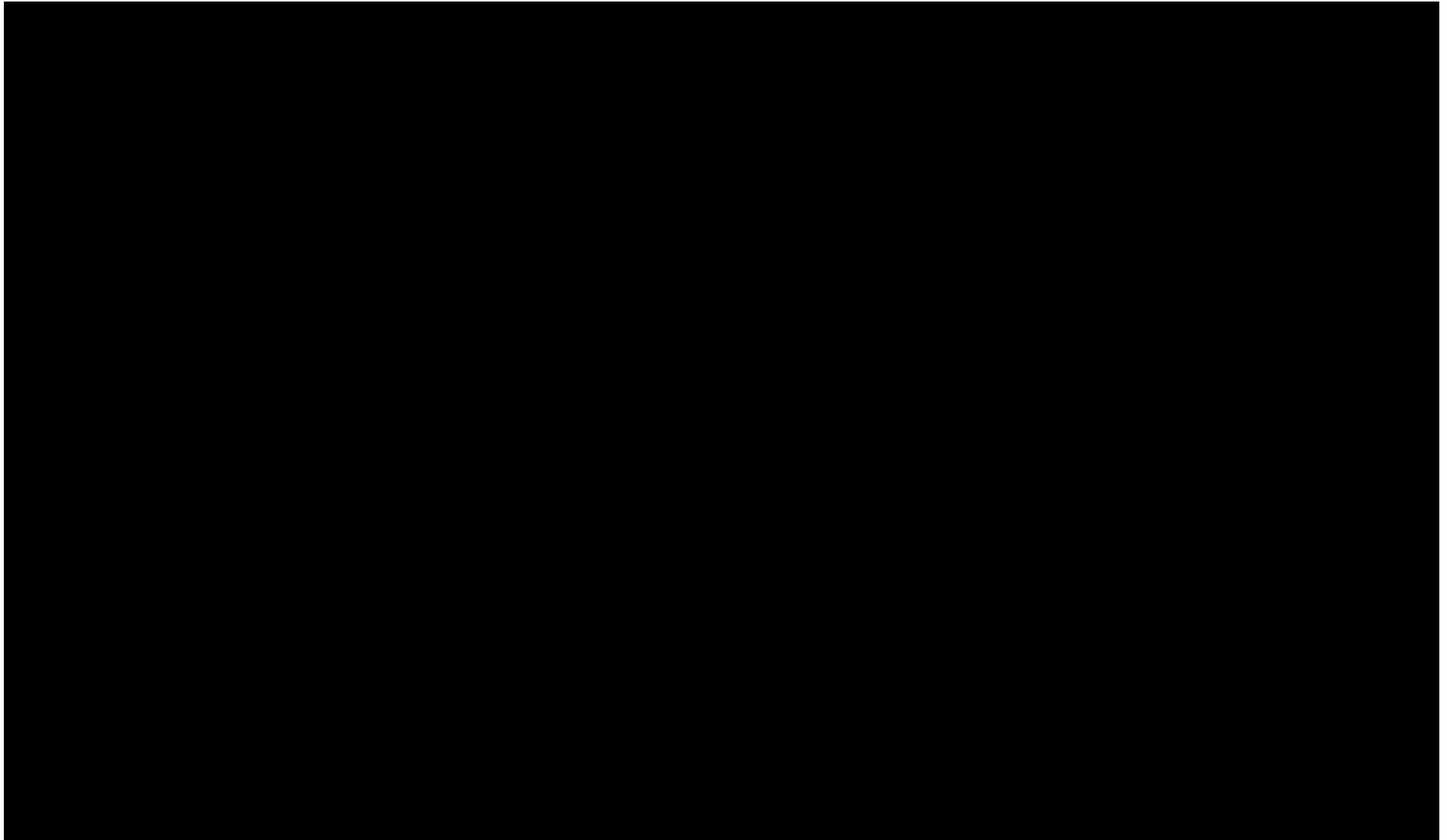
Source: Dr. Leamer's backup.

Exhibit B7
Intel - Santa Clara, CA Location

Job Title

Total Compensation Relative to Performance Rating
Technical, Creative and R&D Class
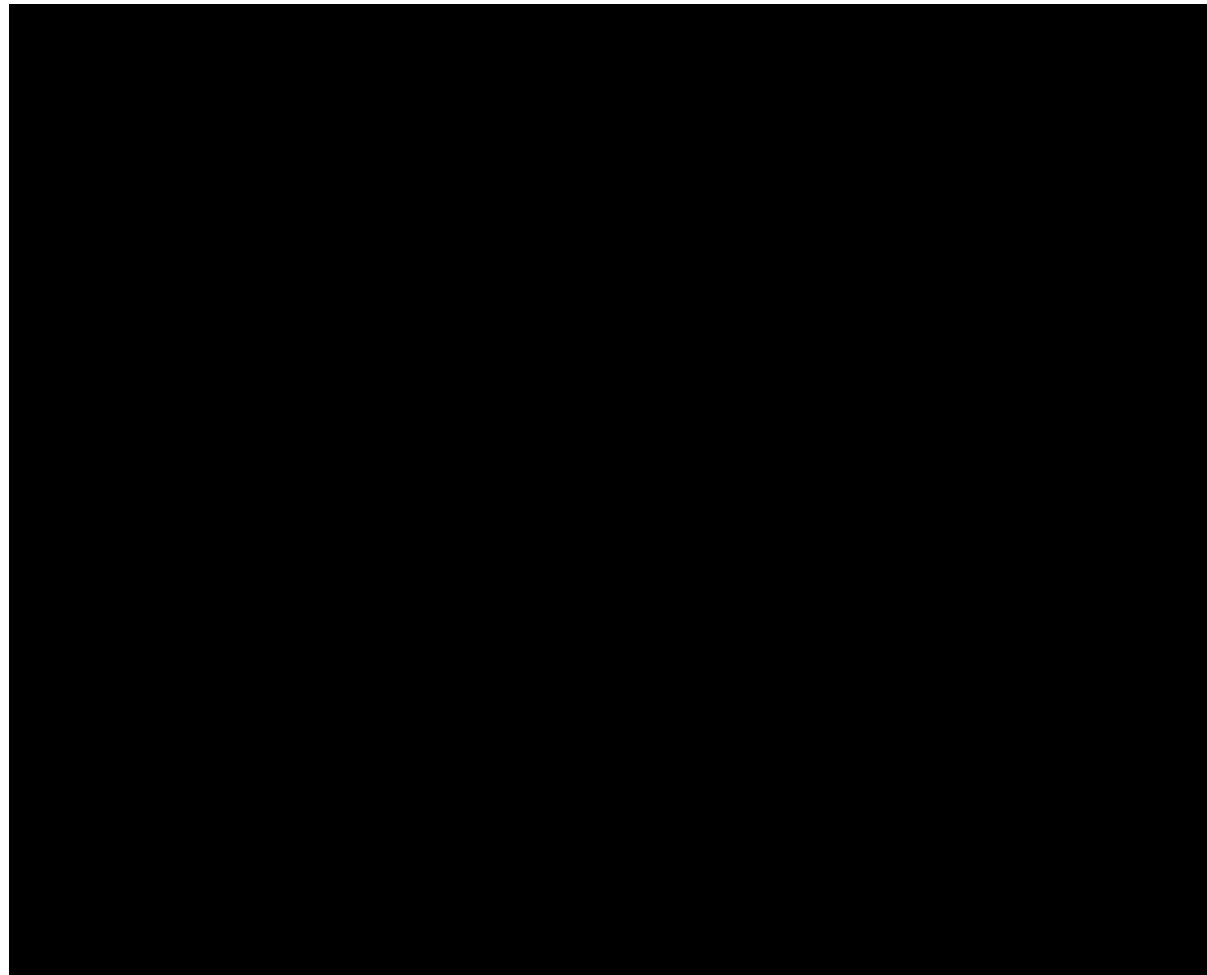
Source: Dr. Leamer's backup.

Exhibit B8
Intel - Santa Clara, CA Location

Job Title

Equity Grants Relative to Performance Rating
Technical, Creative and R&D Class
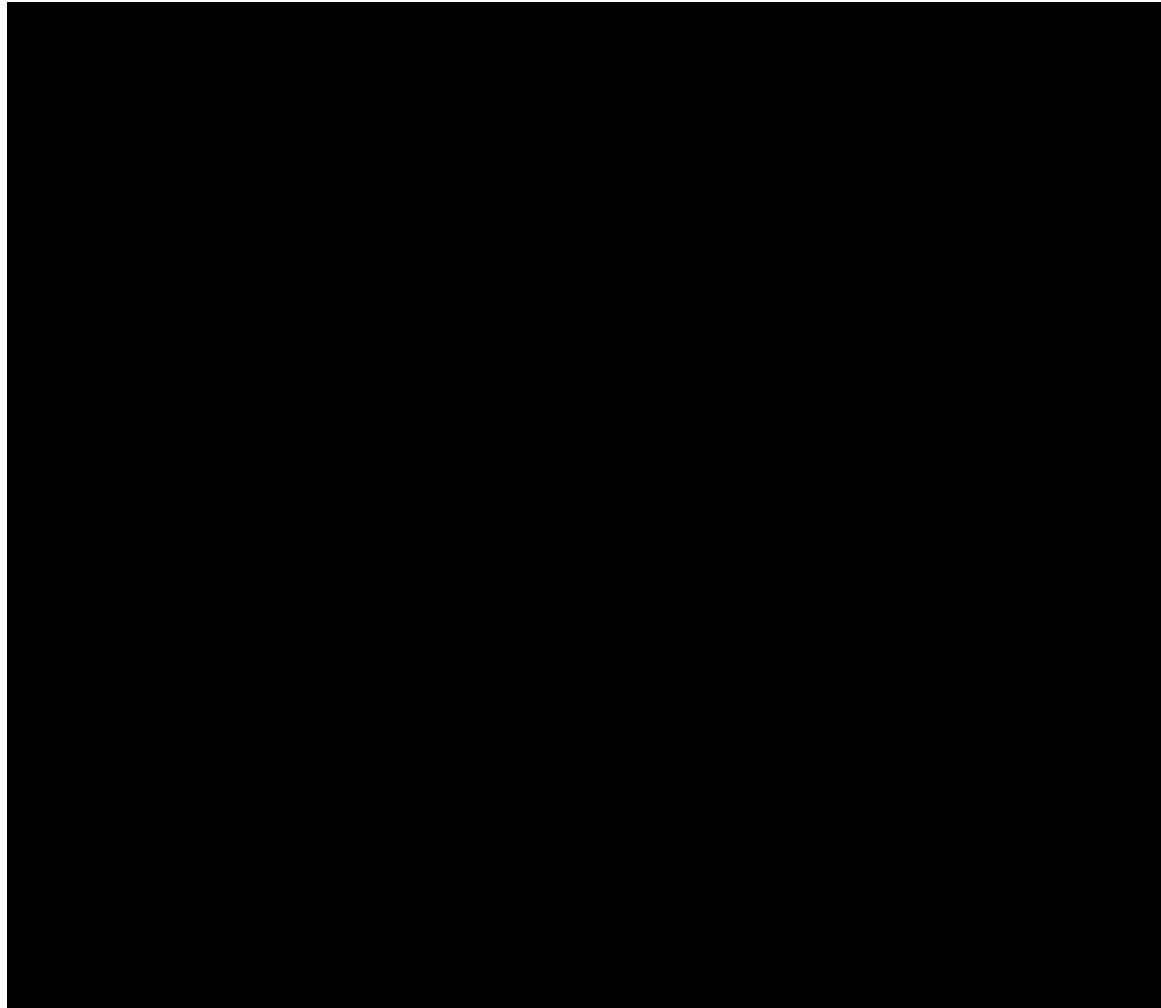
Source: Dr. Leamer's backup.

Exhibit C1
Average Equity Grants by Defendant and Year
Technical, Creative, and R&D Class
2001 - 2011

Average Equity Grants ($)

2001   2002   2003   2004   2005   2006   2007   2008   2009   2010   2011

	Adobe		Apple		Google		Intel
	Intuit		Lucasfilm		Pixar		
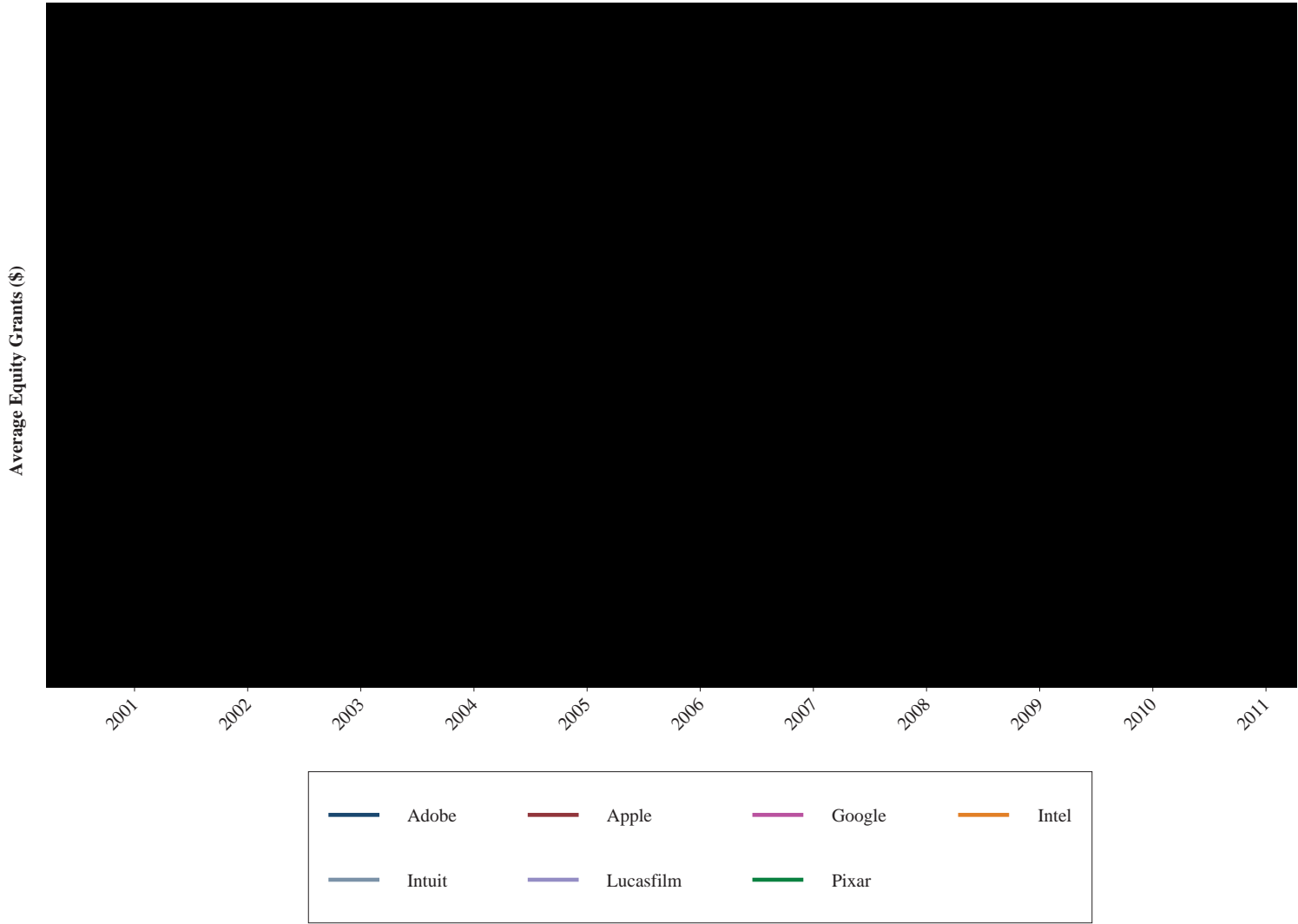
Source: Dr. Leamer's backup.

Exhibit C2
Adobe - San Jose Location

Job Title
Equity Grants Over Time for Uniquely Rewarded Class Members and Their Peers
Technical, Creative and R&D Class
2001-2011

Equity Grants ($)

2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011

○ Uniquely Rewarded Members	□ Other Members

Notes: Uniquely rewarded members are defined as employees with total compensation greater than $120,000
        and more than 15% earned in equity grants.
Source: Dr. Leamer's backup.

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Exhibit C2
Apple - Santa Clara Valley Location

Equity Grants Over Time for Uniquely Rewarded Class Members and Their Peers
Technical, Creative and R&D Class
2005-2011

Equity Grants ($)

2005   2006   2007   2008   2009   2010   2011

○   Uniquely Rewarded Members   □   Other Members

Notes: Uniquely rewarded members are defined as employees in ICT grade level with total compensation greater than $200,000
          and more than 40% earned in equity grants.
Source: Dr. Leamer's backup.

Exhibit C2
Google - Mountain View Location

Equity Grants Over Time for Uniquely Rewarded Class Members and Their Peers
Technical, Creative and R&D Class
2002-2011

Equity Grants ($)

2002   2003   2004   2005   2006   2007   2008   2009   2010   2011

○ Uniquely Rewarded Members   □ Other Members

Notes: Uniquely rewarded members are defined as employees with total compensation greater than $200,000
         and more than 60% earned in equity grants.
Source: Dr. Leamer's backup.

Exhibit C2
Intel - Santa Clara Location
Department
Job Title
Equity Grants Over Time for Uniquely Rewarded Class Members and Their Peers
Technical, Creative and R&D Class
2005-2011

Notes: Uniquely rewarded members are defined as employees with total compensation greater than $150,000
and more than 15% earned in equity grants.
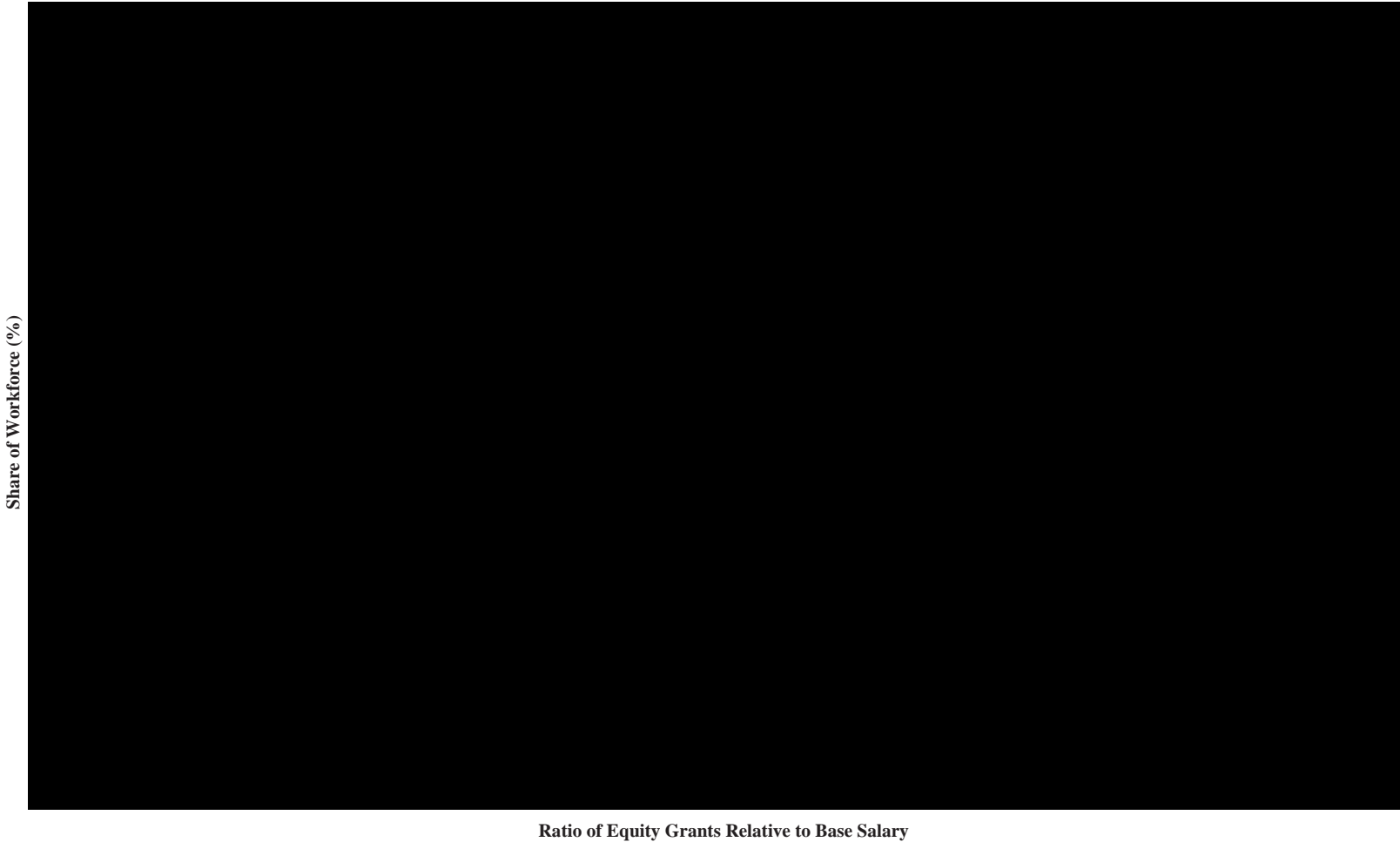Source: Dr. Leamer's backup.

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Exhibit C3
Google - Mountain View Location - ███████████████
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2008

Share of Workforce (%)

Ratio of Equity Grants Relative to Base Salary
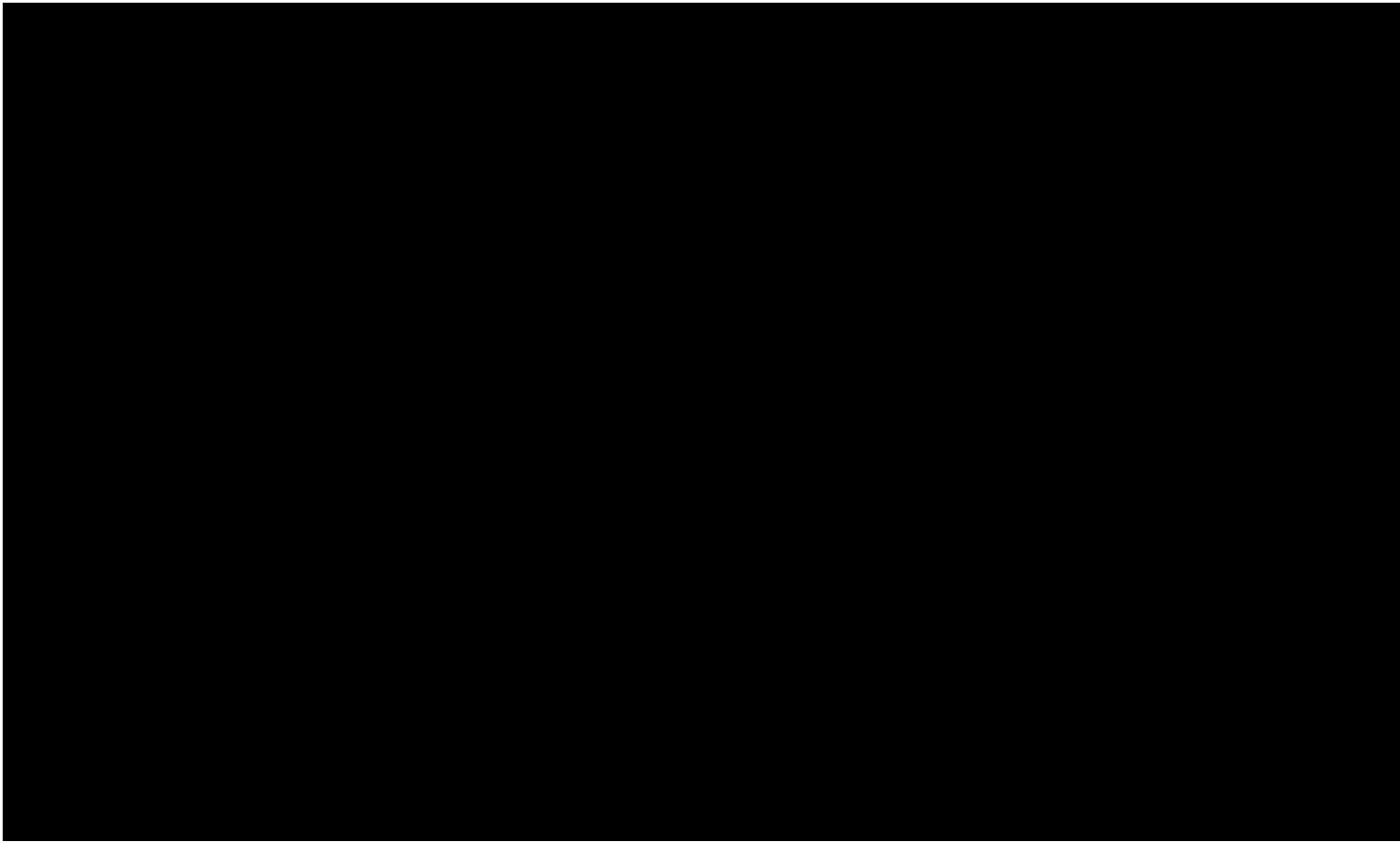
Notes: Excludes a total of   29 employee(s) with no equity grants.
              Excludes a total of   0 employee(s) with a ratio greater than 4.
              Includes   222 employee(s) in the class.
Source: Dr. Leamer's backup.

Exhibit C4
Apple - ▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2008

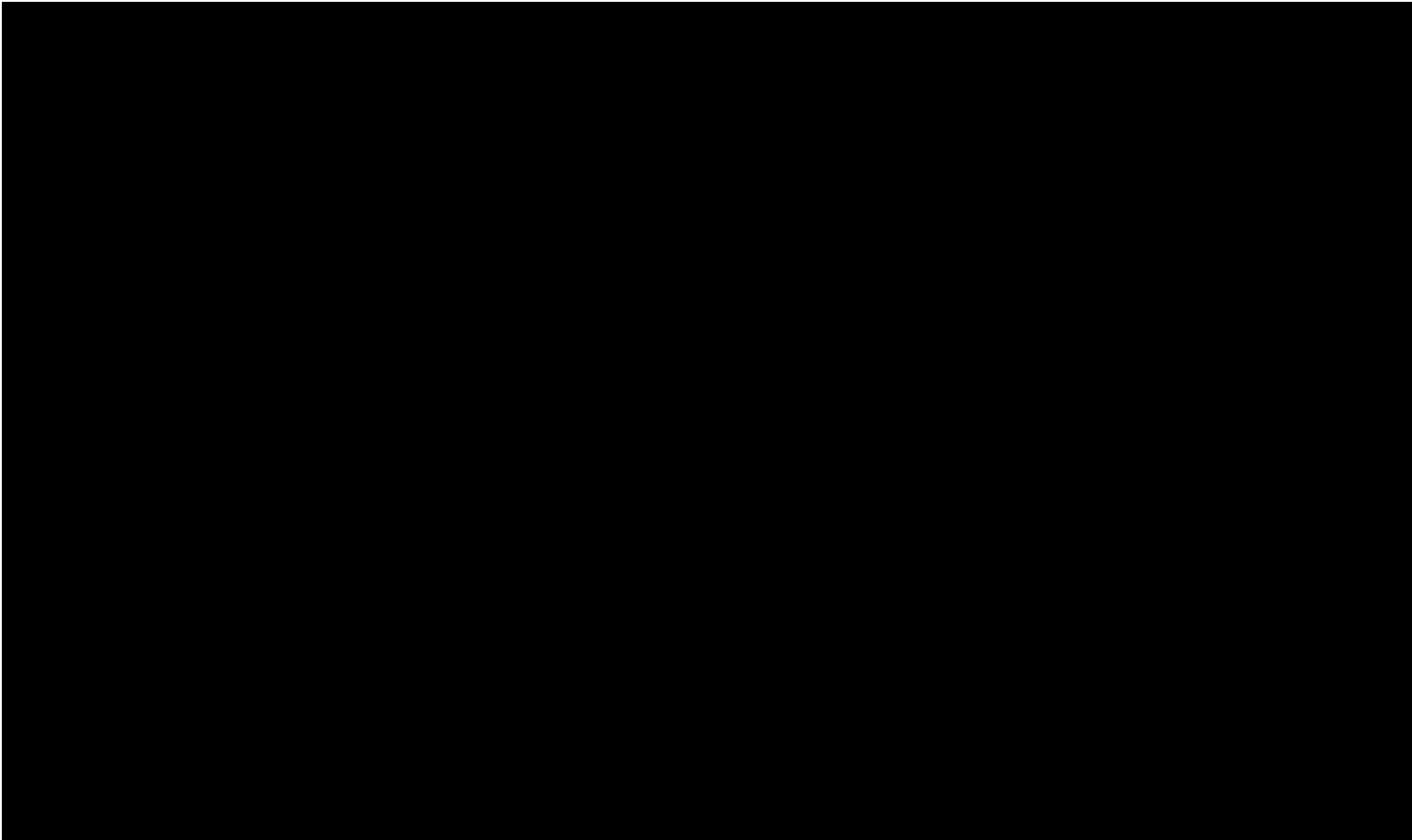Share of Workforce (%)

Ratio of Equity Grants Relative to Base Salary

Notes: Excludes a total of 1,239 employee(s) with no equity grants.
Excludes a total of   9 employee(s) with a ratio greater than 4.
Includes 1,951 employee(s) in the class.
Source: Dr. Leamer's backup.

Exhibit C4
Apple - █████████████████████████
Individual Employees' Ratio of Stocks and Options Relative to Their Base Salary
Technical, Creative and R&D Class
2008

Precent (%)

Ratio of Restricted Stock and Stock Options Relative to Base Salary

Notes: Excludes a total of 1,239 employee(s) with no stock or option grant.
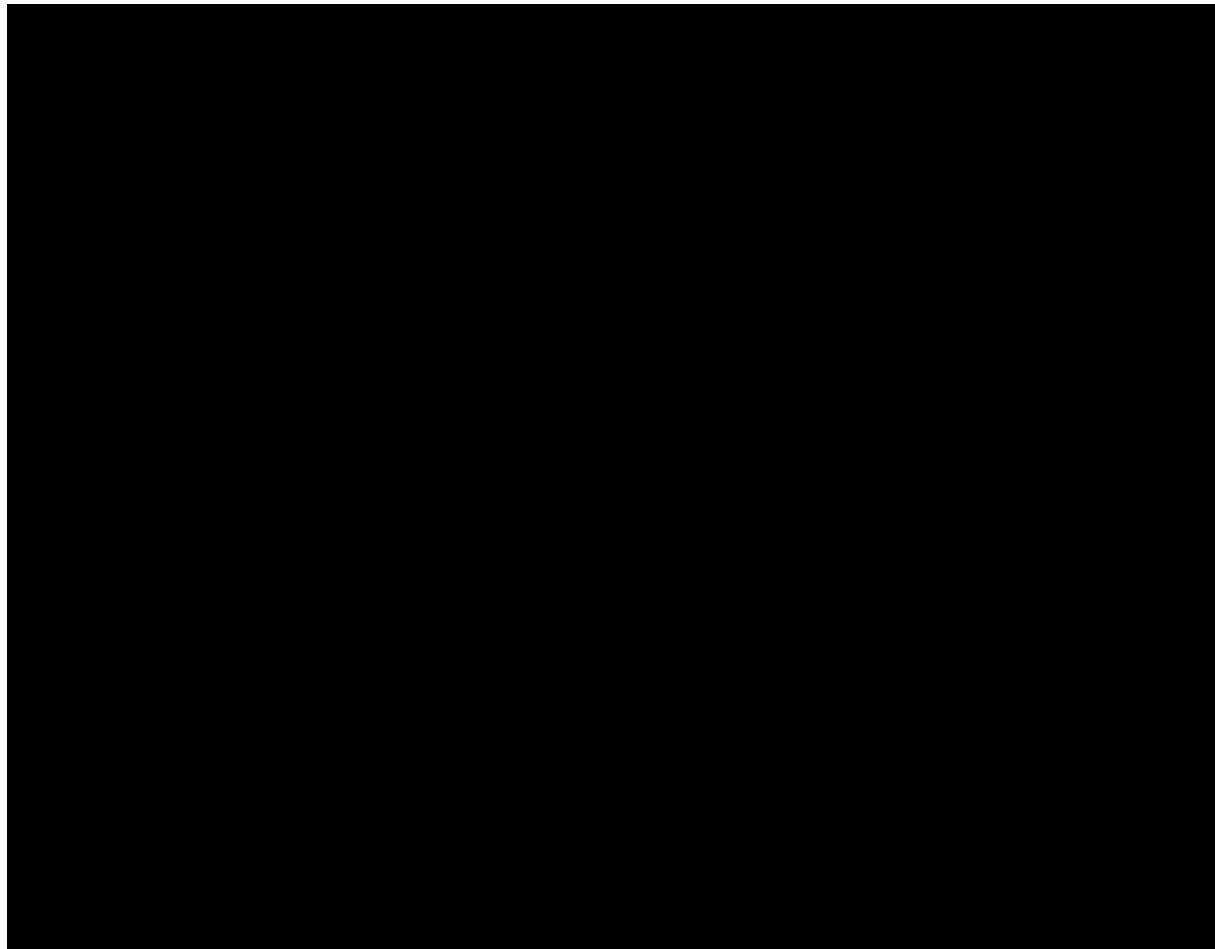Excludes a total of   9 employee(s) with a ratio greater than 4.
Includes 1,951 employee(s) in the class.
Source: Dr. Leamer's backup.

Exhibit C5
Intel - Santa Clara, CA Location

Job Title

Performance Rating by Year for Uniquely Rewarded
Class Members and Their Peers

Technical, Creative and R&D Class

Source: Dr. Leamer's backup.

Exhibit D1
Hires from Other Defendants as a Share of All Hires
Technical, Creative and R&D Class
2001 - 2011

Year	New Hires From Other Defendants	All New Hires	New Hires from Other Defendants as a Share of All New Hires
2001	20	4,215	0.5 %
2002	12	2,259	0.5
2003	14	2,032	0.7
2004	21	3,871	0.5
2005	53	7,576	0.7
2006	57	5,517	1.0
2007	76	5,039	1.5
2008	57	5,187	1.1
2009	42	2,775	1.5
2010	116	6,114	1.9
2011	109	8,125	1.3
Total	**577**	**52,710**	**1.1 %**

Source: Dr. Leamer's backup.

Exhibit D2
Adobe Retained Employees, New Hires, and Departures
Ever in Technical, Creative, and R&D
2001 - 2011

Number of Employees

2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011

New Hires	Leavers	Hired & Left within Year
Sum of Hires & Leavers	Stayers	Stayers without class movement

Source: Dr. Leamer's backup.

Exhibit D2
Apple Retained Employees, New Hires, and Departures
Ever in Technical, Creative, and R&D
2001 - 2011

Number of Employees

2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011

New Hires | Leavers | Hired & Left within Year
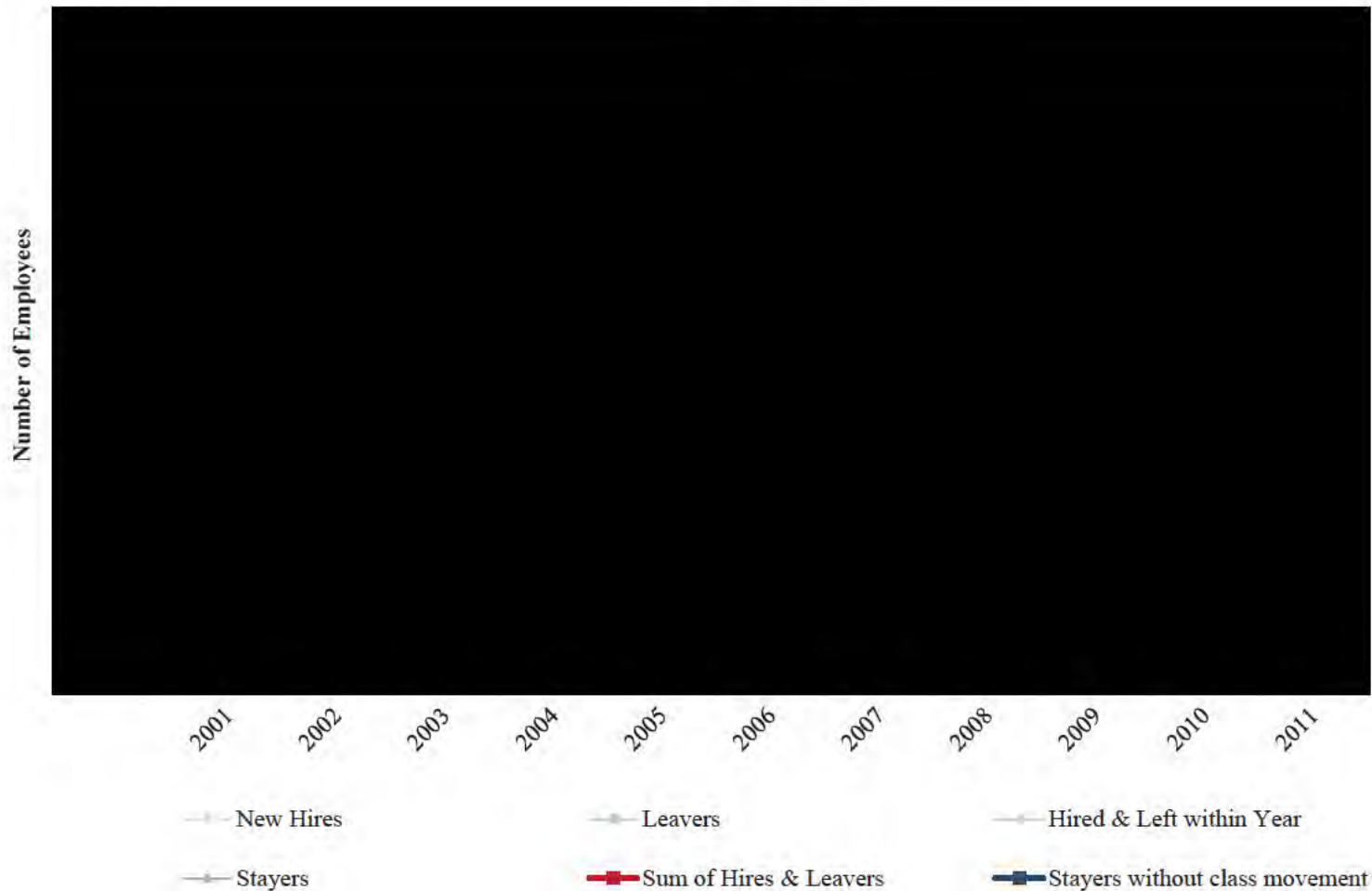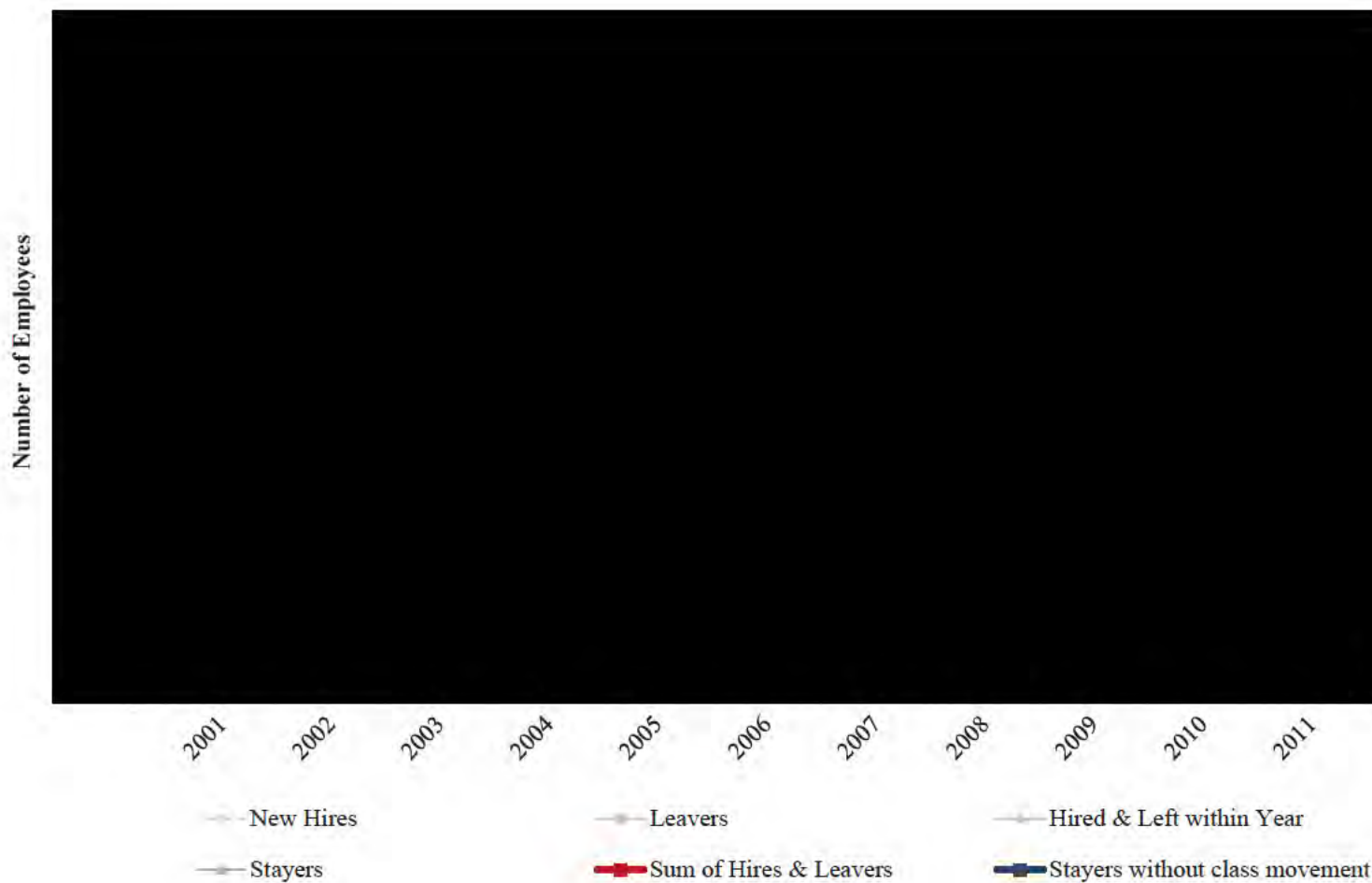Stayers | Sum of Hires & Leavers | Stayers without class movement

Source: Dr. Leamer's backup.

Exhibit D2
Google Retained Employees, New Hires, and Departures
Ever in Technical, Creative, and R&D
2001 - 2011

Number of Employees

2001   2002   2003   2004   2005   2006   2007   2008   2009   2010   2011

New Hires   Leavers   Hired & Left within Year

Stayers   Sum of Hires & Leavers   Stayers without class movement

Source: Dr. Leamer's backup.

Exhibit D2
Intel Retained Employees, New Hires, and Departures
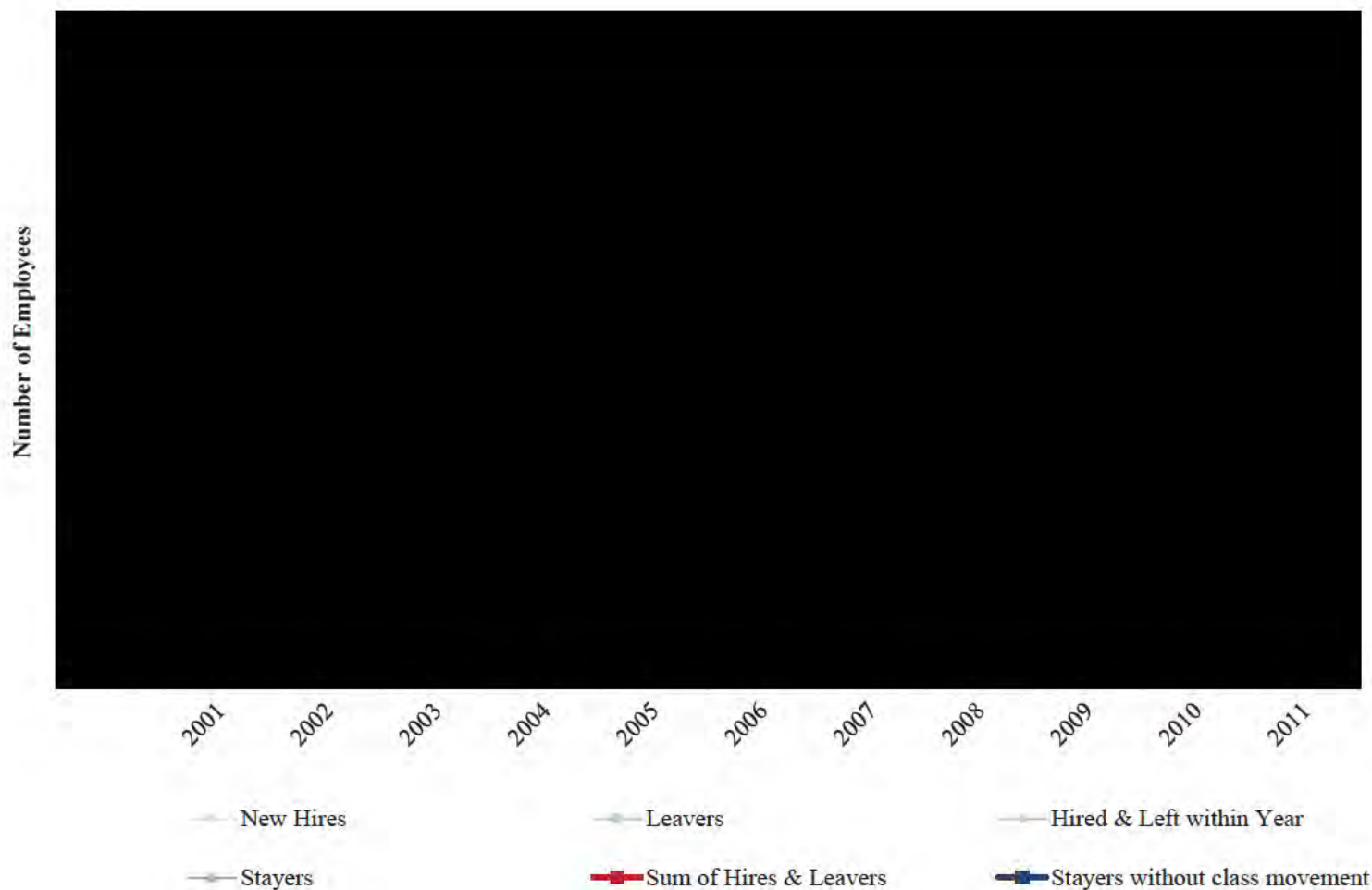**Ever in Technical, Creative, and R&D**
2001 - 2011

Number of Employees

2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011

— New Hires   — Leavers   — Hired & Left within Year

— Stayers   —■—Sum of Hires & Leavers   —■—Stayers without class movement
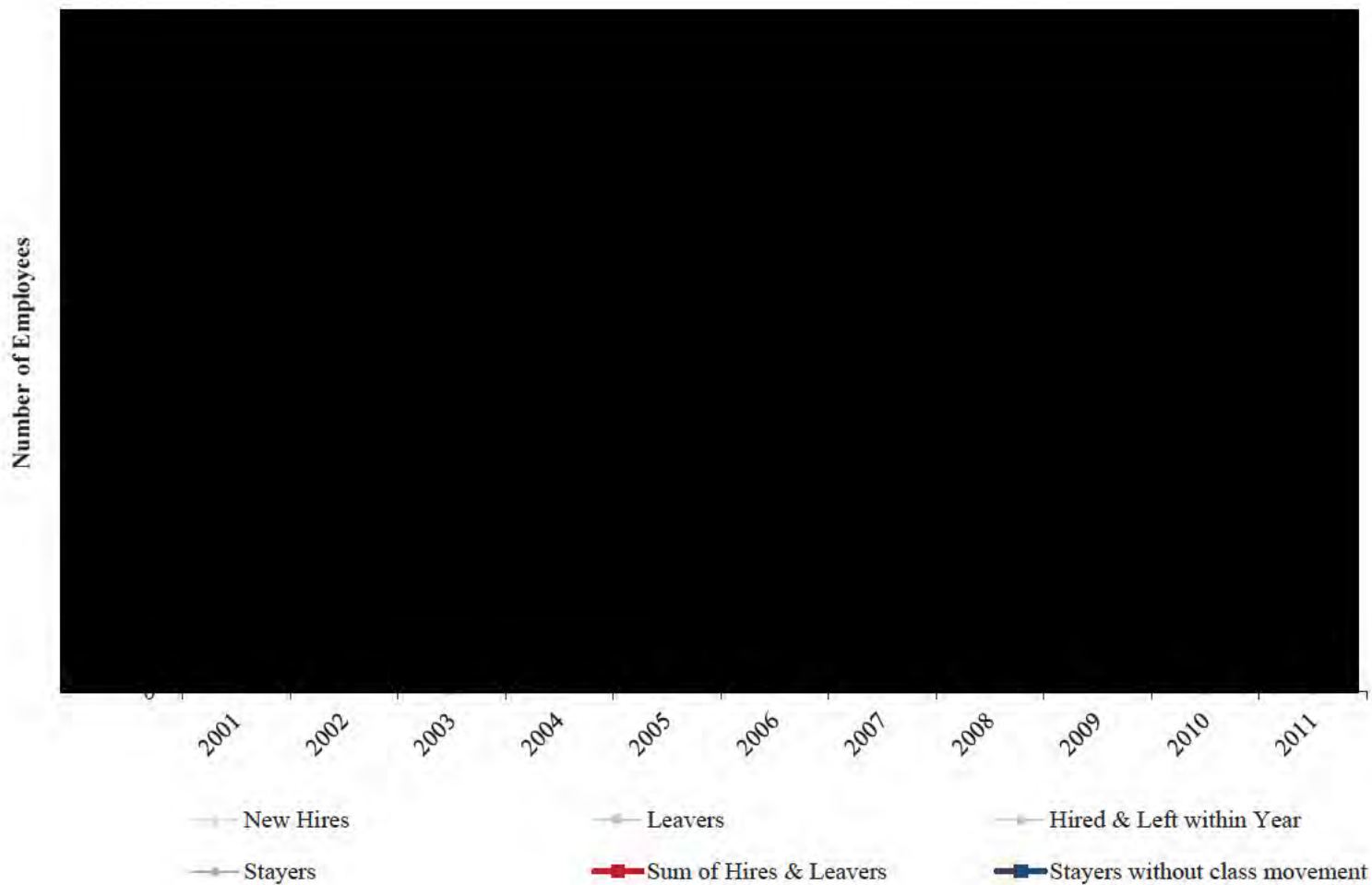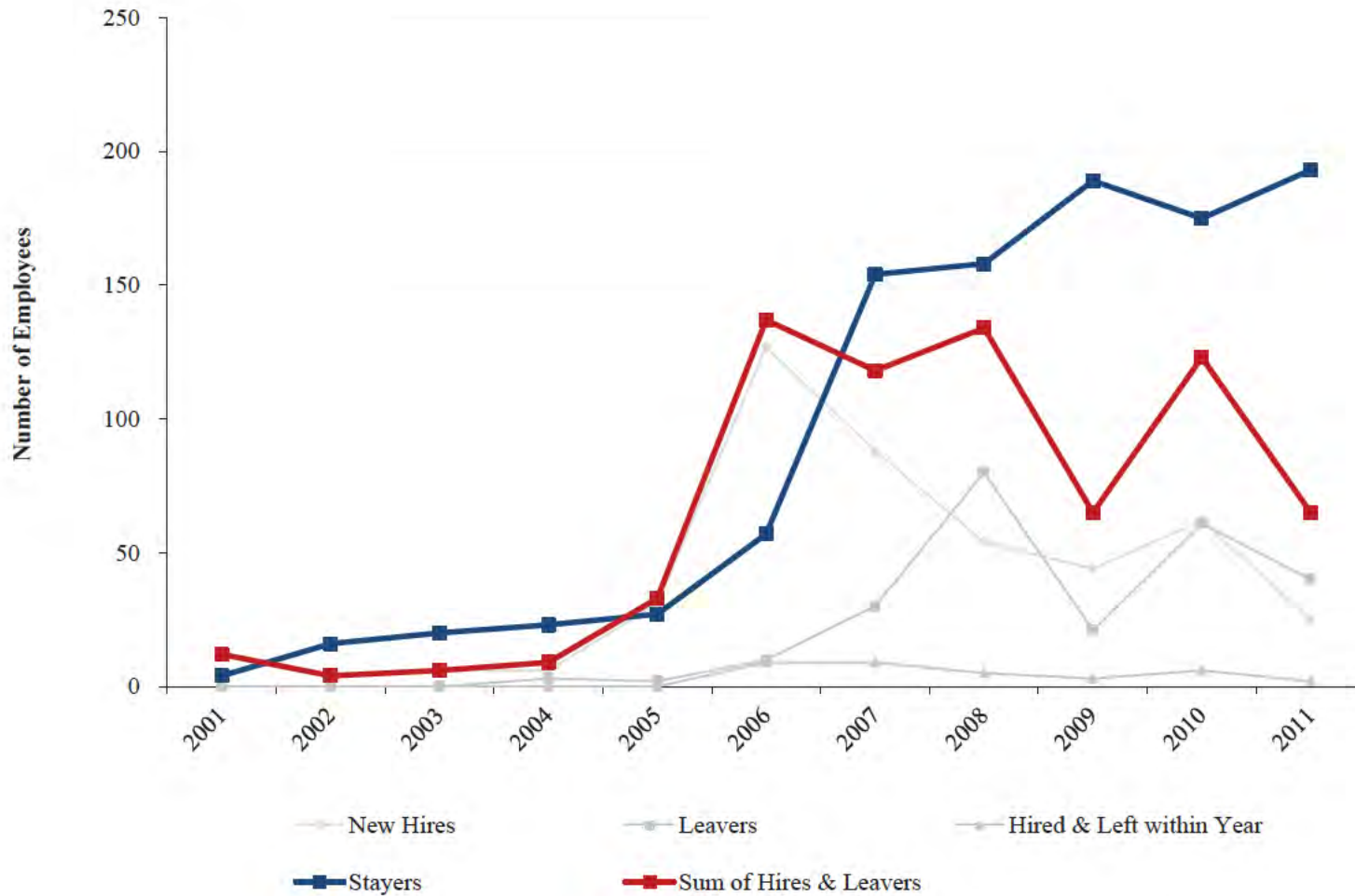
Source: Dr. Leamer's backup.

Exhibit D2
Intuit Retained Employees, New Hires, and Departures
Ever in Technical, Creative, and R&D
2001 - 2011

Number of Employees

2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011

New Hires   Leavers   Hired & Left within Year

Stayers   Sum of Hires & Leavers   Stayers without class movement
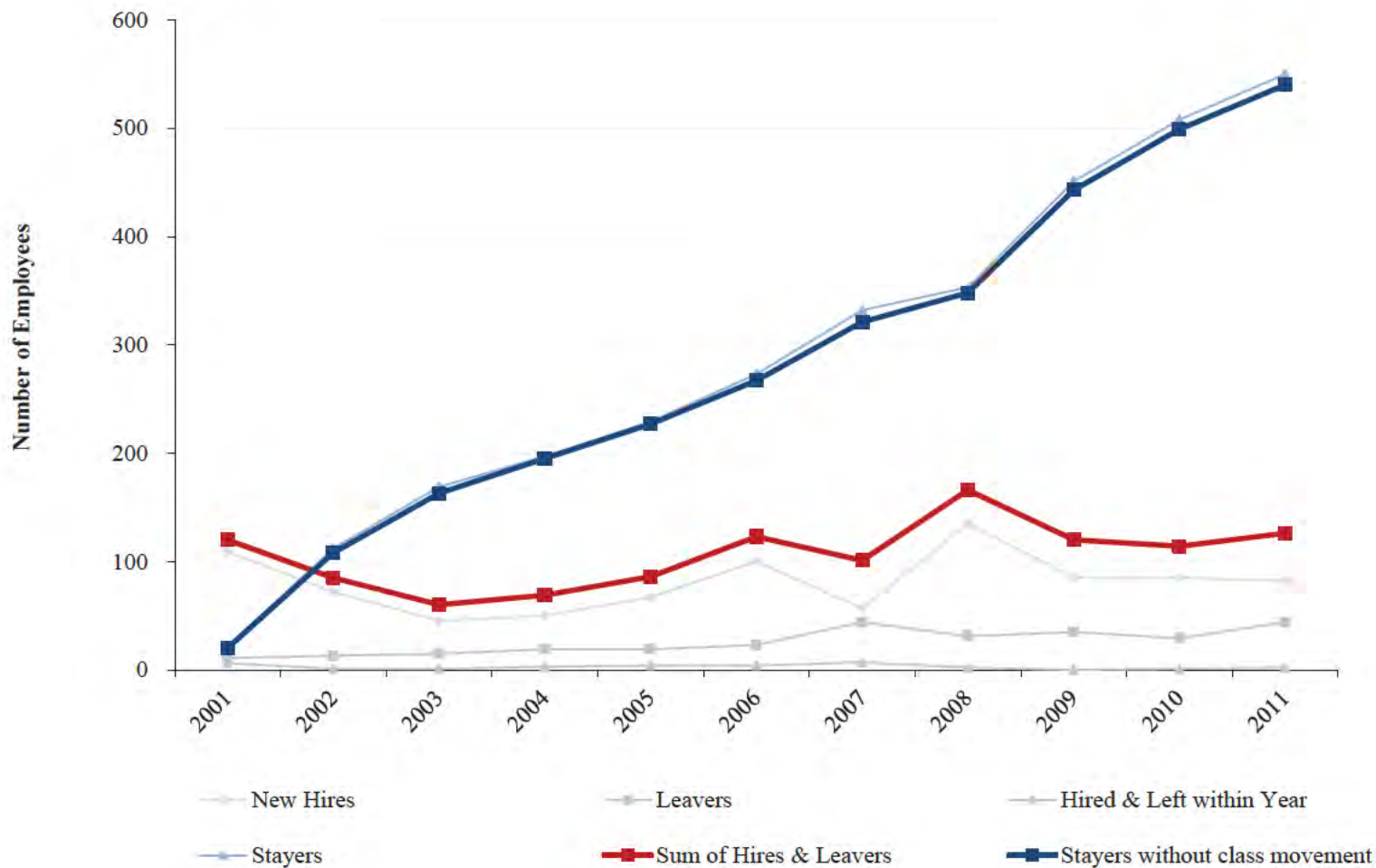
Source: Dr. Leamer's backup.

Exhibit D2
Lucasfilm Retained Employees, New Hires, and Departures
Ever in Technical, Creative, and R&D
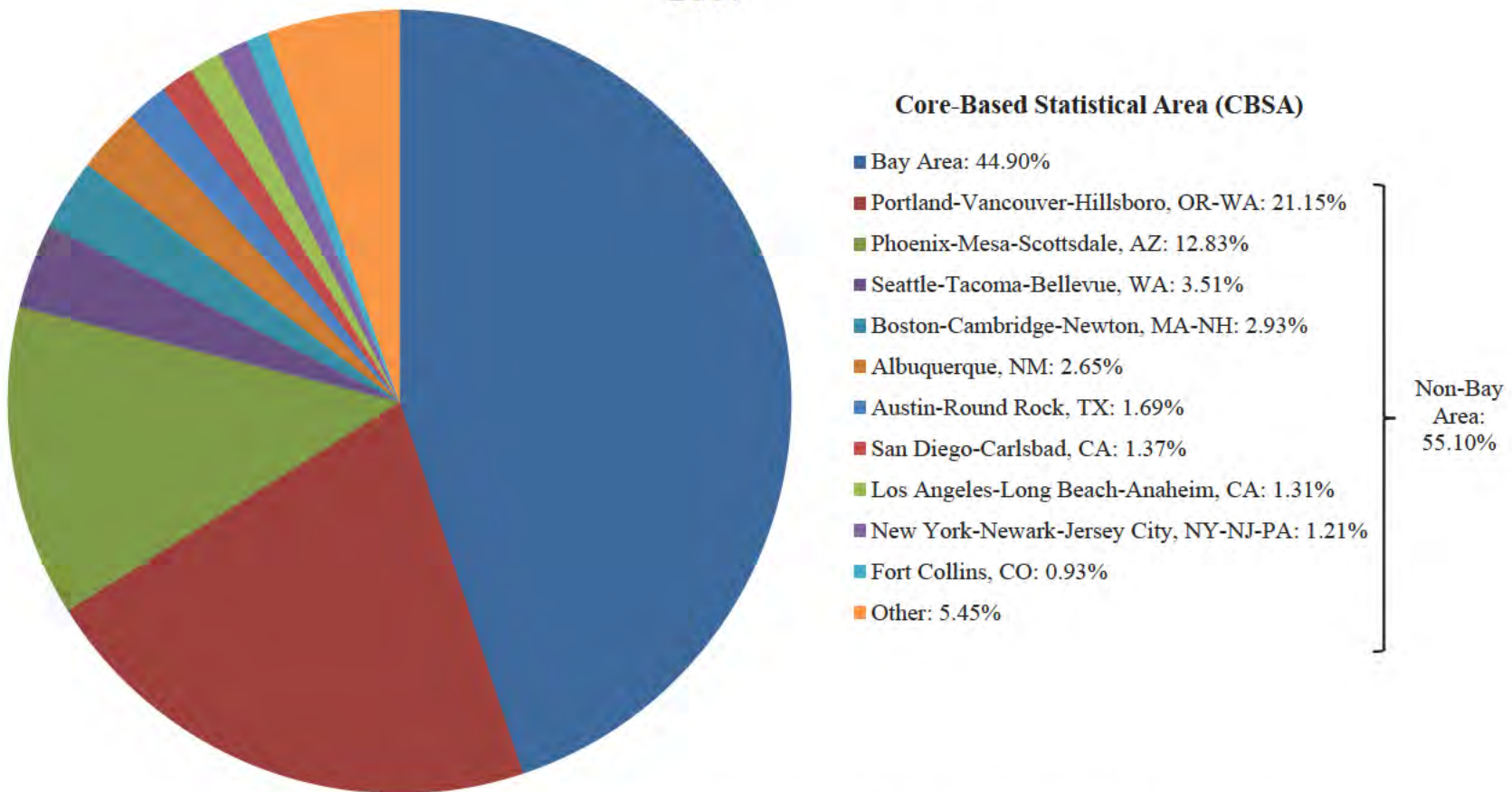**2001 - 2011**

Source: Dr. Leamer's backup.

Exhibit D2
Pixar Retained Employees, New Hires, and Departures
Ever in Technical, Creative, and R&D
2001 - 2011

Legend:
- New Hires
- Leavers
- Hired & Left within Year
- Stayers
- Sum of Hires & Leavers
- Stayers without class movement

Source: Dr. Leamer's backup.

Exhibit E1
Employee Concentration by Core-Based Statistical Area
Adobe, Apple, Google, Intel, Intuit, Lucasfilm, and Pixar
Technical, Creative and R&D Class
2007

Core-Based Statistical Area (CBSA)

- Bay Area: 44.90%
- Portland-Vancouver-Hillsboro, OR-WA: 21.15%
- Phoenix-Mesa-Scottsdale, AZ: 12.83%
- Seattle-Tacoma-Bellevue, WA: 3.51%
- Boston-Cambridge-Newton, MA-NH: 2.93%
- Albuquerque, NM: 2.65%
- Austin-Round Rock, TX: 1.69%
- San Diego-Carlsbad, CA: 1.37%
- Los Angeles-Long Beach-Anaheim, CA: 1.31%
- New York-Newark-Jersey City, NY-NJ-PA: 1.21%
- Fort Collins, CO: 0.93%
- Other: 5.45%

Non-Bay Area: 55.10%

Notes: California CBSAs Sacramento (10.73%), San Francisco (4.36%), San Jose (29.76%), and Santa Rosa (0.05%) are combined into "Bay Area."
CBSAs with less than 0.50% share and employees without an identified CBSA are combined into "Other."

Source: Dr. Leamer's backup.

Exhibit E2
Defendants Employment vs. Total Employment
in Technical, Creative, and R&D Occupations
USA, 2001-2011
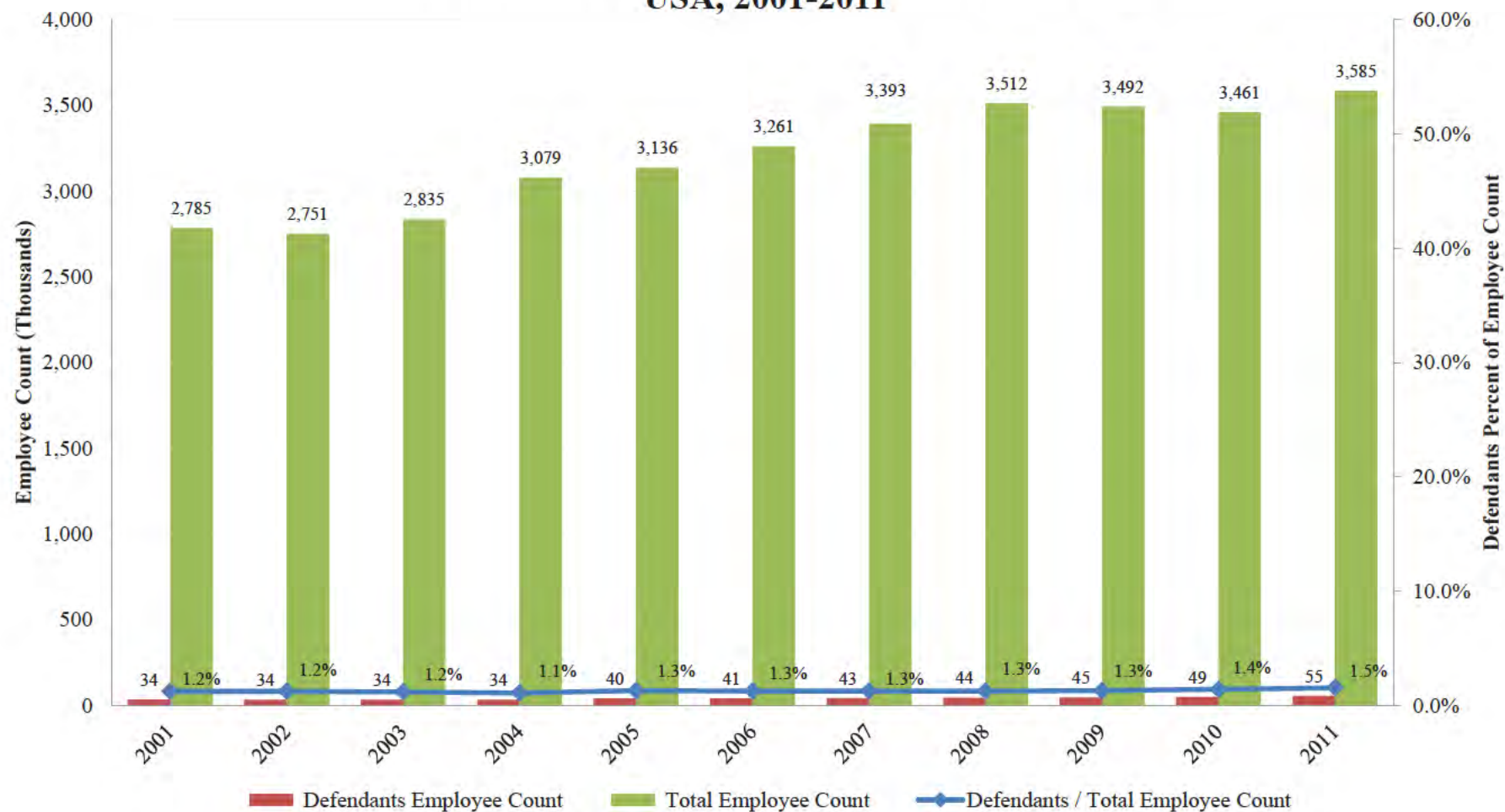
Note: Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
Dr. Leamer's backup.

Exhibit E3
Defendants Base Salary vs. Average Annual Wages
in Technical, Creative, and R&D Occupations
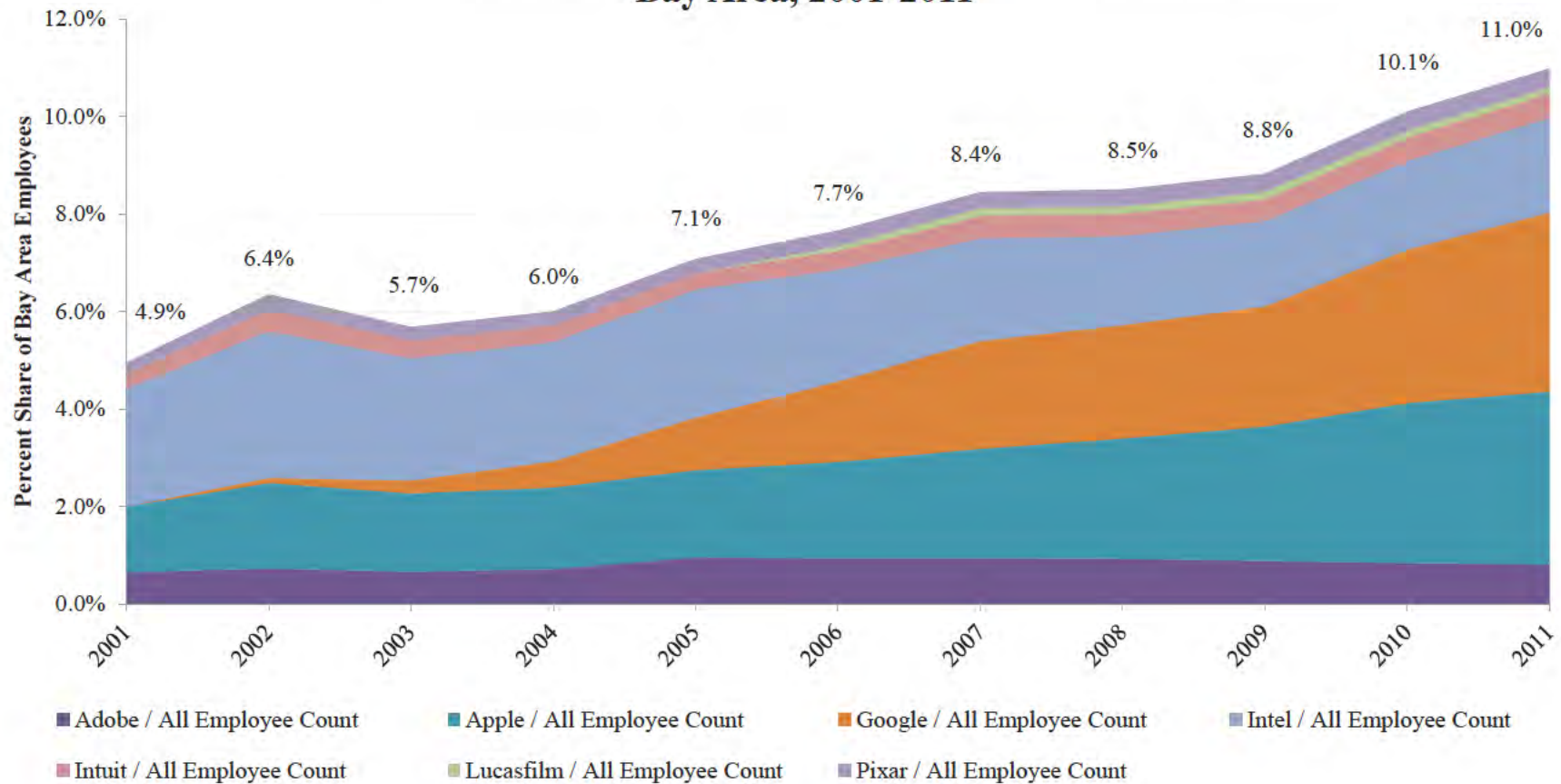**USA, 2001-2011**

Notes: Average annual wages are calculated based as a weighted average of annual wages based on employment numbers in each profession and area.
Annual wages consist of base salary, cost-of-living allowances, guaranteed pay, hazardous-duty pay, commissions, production bonuses, and tips. Annual wages do not include back pay, jury duty pay, overtime pay, severance pay, shift differentials, nonproduction bonuses, or tuition reimbursements.
Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
Dr. Leamer's backup.

Exhibit E4
Defendants Employment vs. Total Employment
in Technical, Creative, and R&D Occupations
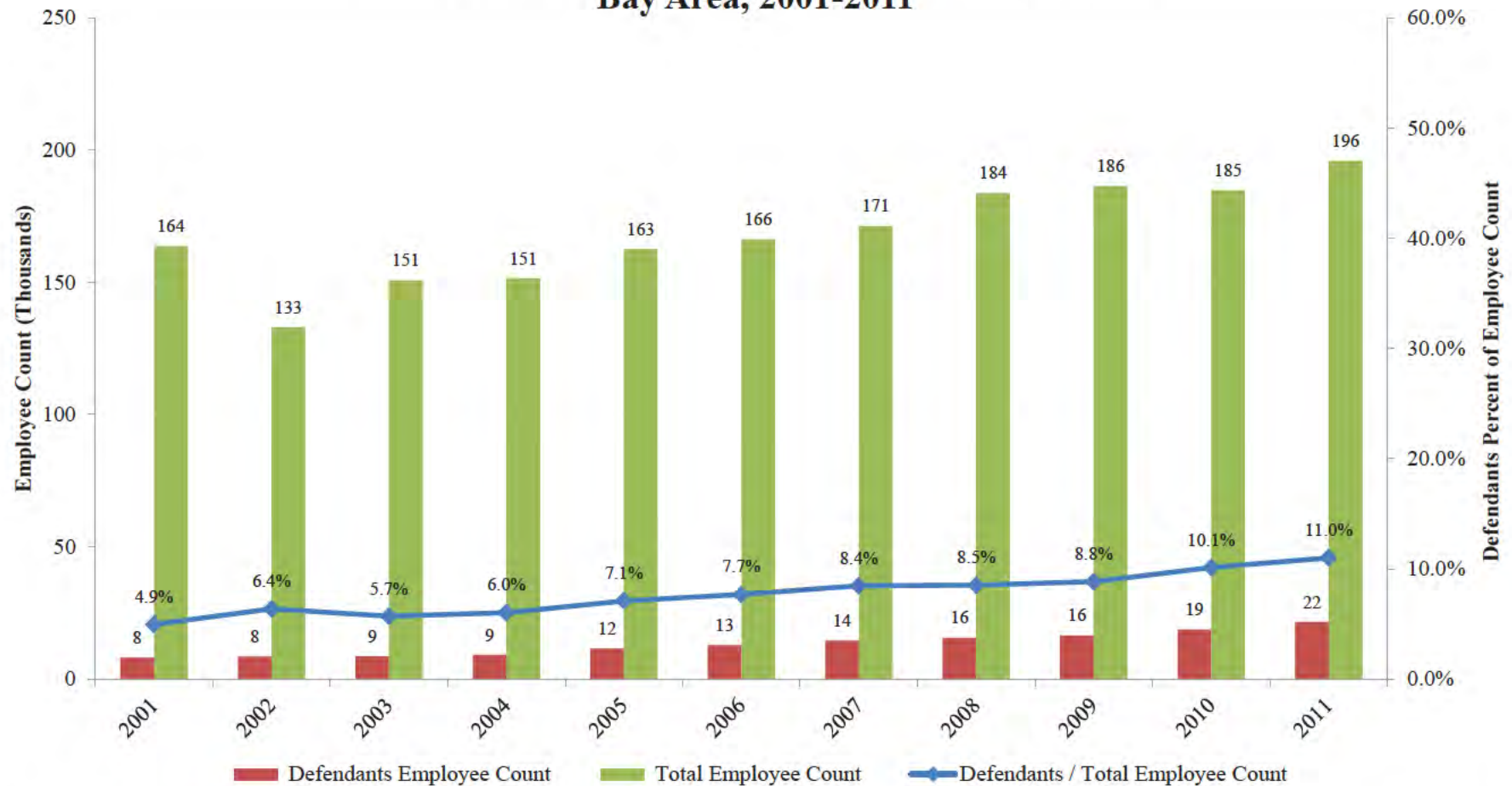**Bay Area, 2001-2011**

Notes: Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024. Bay Area comprised of Oakland, CA PMSA, San Francisco, CA PMSA, San Jose, CA PMSA, Oakland-Fremont-Hayward, CA Metropolitan Division, San Francisco-San Mateo-Redwood City, CA Metropolitan Division, and San Jose-Sunnyvale-Santa Clara, CA.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
Dr. Leamer's backup.

Exhibit E5
Defendants Employment vs. Total Employment
in Technical, Creative, and R&D Occupations
Bay Area, 2001-2011

Notes: Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024. Bay Area comprised of Oakland, CA PMSA, San Francisco, CA PMSA, San Jose, CA PMSA, Oakland-Fremont-Hayward, CA Metropolitan Division, San Francisco-San Mateo-Redwood City, CA Metropolitan Division, and San Jose-Sunnyvale-Santa Clara, CA.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
Dr. Leamer's backup.

Exhibit E6
Defendants Base Salary vs. Average Annual Wages
in Technical, Creative, and R&D Occupations
Bay Area, 2001-2011

Notes: Average annual wages are calculated based as a weighted average of annual wages based on employment numbers in each profession and area.
Annual wages consist of base salary, cost-of-living allowances, guaranteed pay, hazardous-duty pay, commissions, production bonuses, and tips. Annual wages do not include back pay, jury duty pay, overtime pay, severance pay, shift differentials, nonproduction bonuses, or tuition reimbursements.
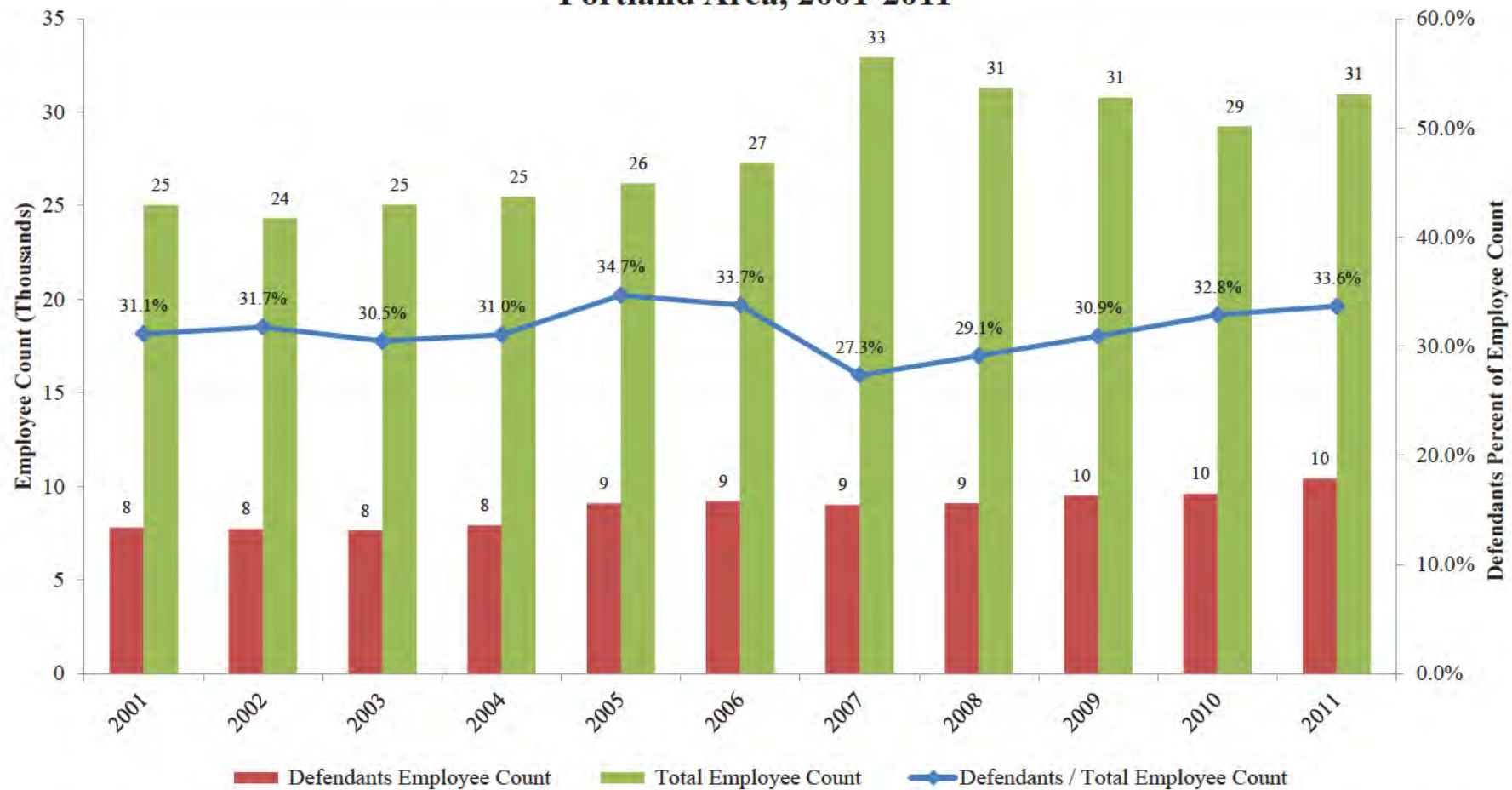Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024.
Bay Area comprised of Oakland, CA PMSA, San Francisco, CA PMSA, San Jose, CA PMSA, Oakland-Fremont-Hayward, CA Metropolitan Division, San Francisco-San Mateo-Redwood City, CA Metropolitan Division, and San Jose-Sunnyvale-Santa Clara, CA.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
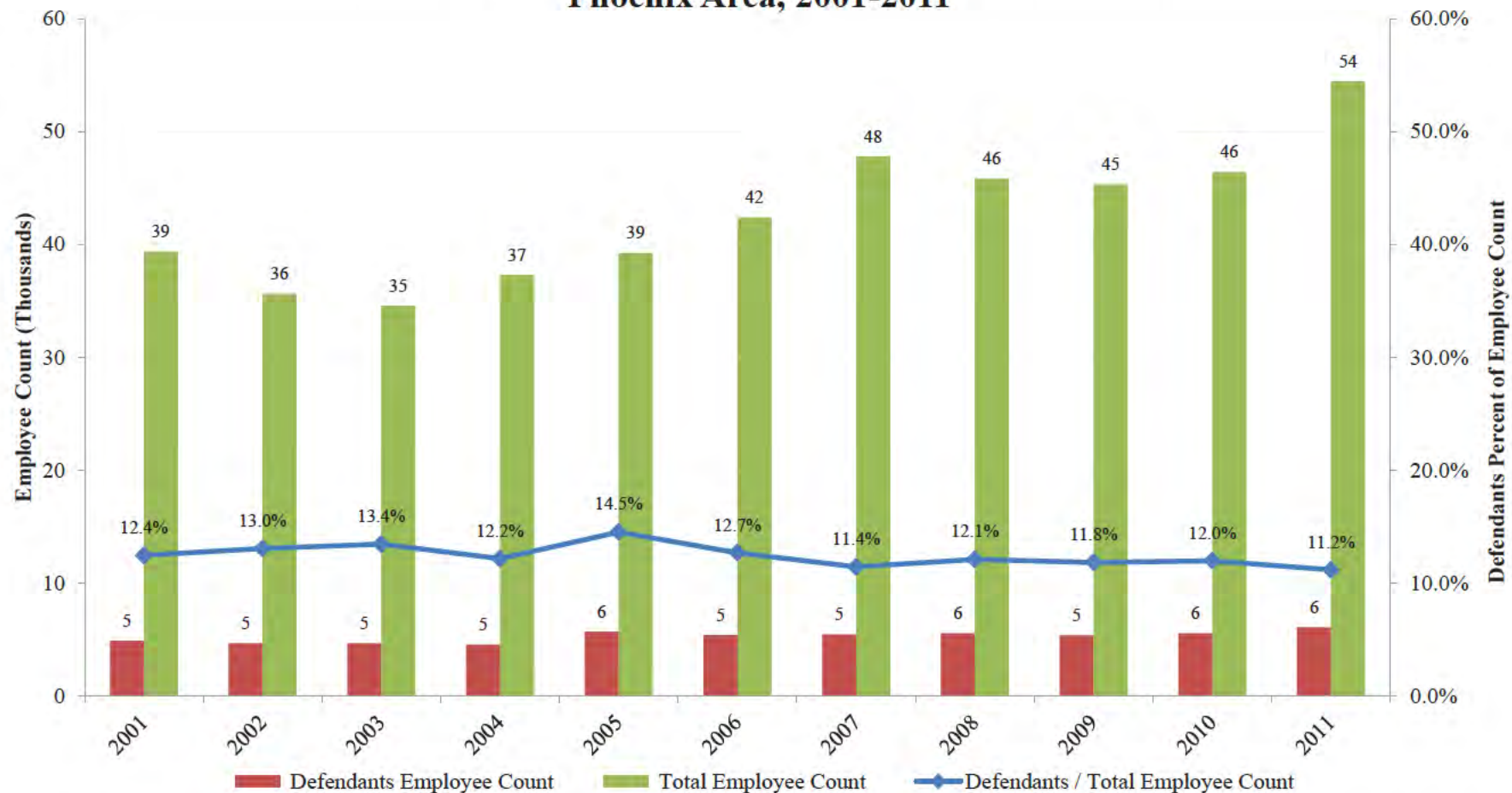Dr. Leamer's backup.

Exhibit E7
Defendants Employment vs. Total Employment
in Technical, Creative, and R&D Occupations
Portland Area, 2001-2011

Notes: Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024. Portland Area comprised of Portland-Vancouver, OR-WA PMSA, Portland-Vancouver-Beaverton, OR-WA, and Portland-Vancouver-Hillsboro, OR-WA.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
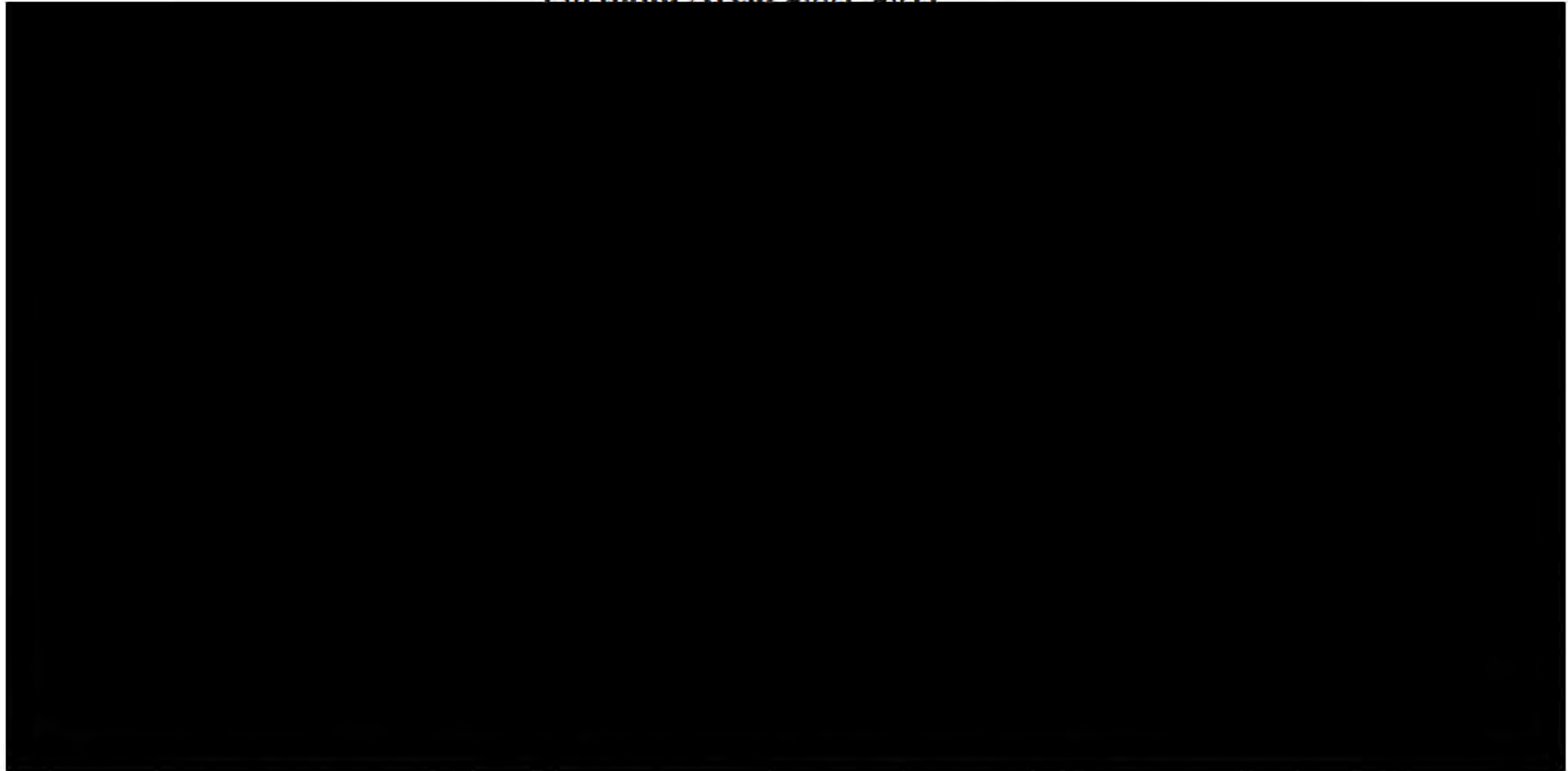Dr. Leamer's backup.

Exhibit E8
Defendants Employment vs. Total Employment in Technical, Creative, and R&D Occupations
Phoenix Area, 2001-2011

Notes: Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024. Phoenix Area comprised of Phoenix-Mesa, AZ MSA, Phoenix-Mesa-Scottsdale, AZ, and Phoenix-Mesa-Glendale, AZ.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
Dr. Leamer's backup.

Exhibit E9
Defendants Base Salary vs. Average Annual Wages
in Technical, Creative, and R&D Occupations
Portland Area, 2001-2011

Notes: Average annual wages are calculated based as a weighted average of annual wages based on employment numbers in each profession and area.
Annual wages consist of base salary, cost-of-living allowances, guaranteed pay, hazardous-duty pay, commissions, production bonuses, and tips. Annual wages do not include back pay, jury duty pay, overtime pay, severance pay, shift differentials, nonproduction bonuses, or tuition reimbursements.
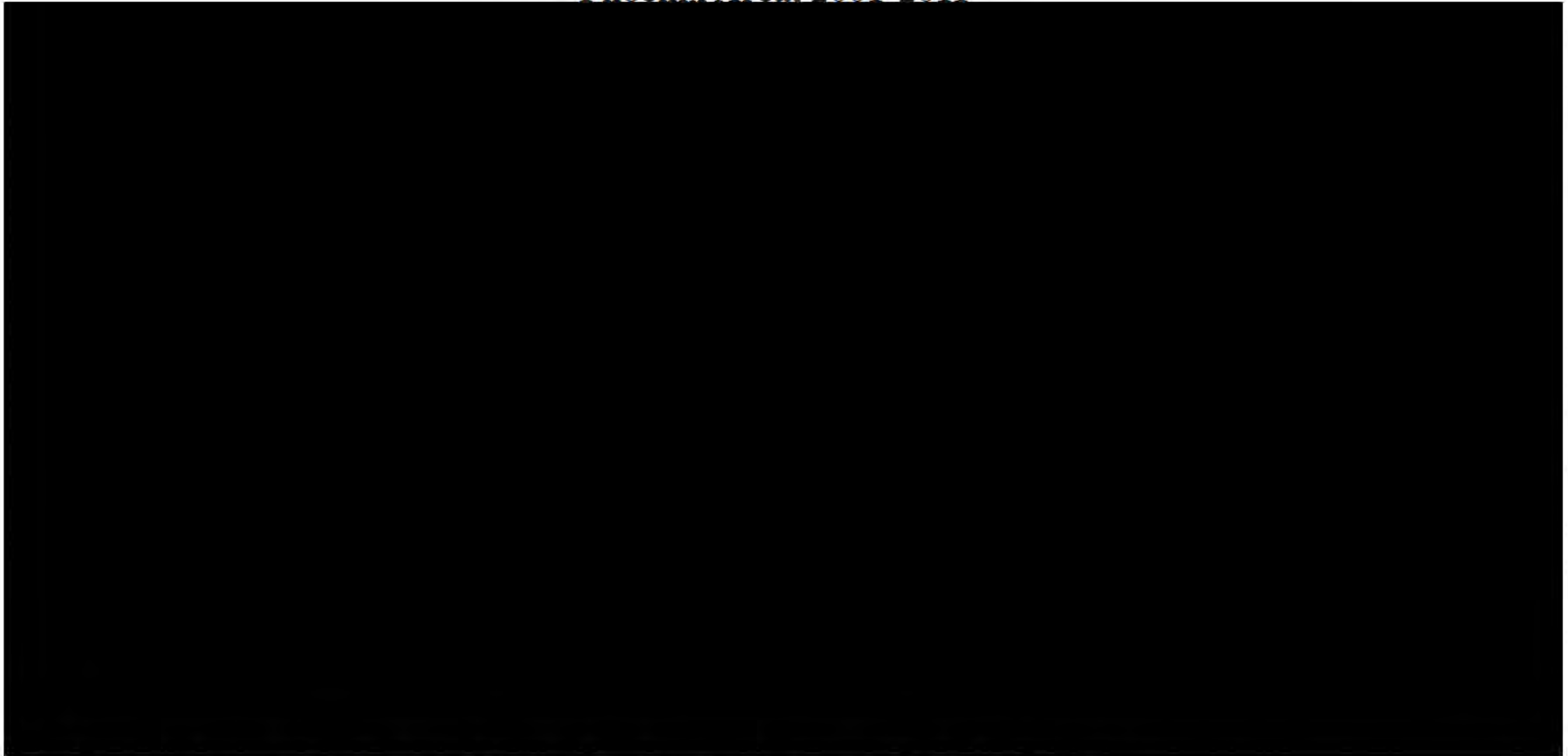Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024.
Portland Area comprised of Portland-Vancouver, OR-WA PMSA, Portland-Vancouver-Beaverton, OR-WA, and Portland-Vancouver-Hillsboro, OR-WA.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
Dr. Leamer's backup.

Exhibit E10
Defendants Base Salary vs. Average Annual Wages
in Technical, Creative, and R&D Occupations
Phoenix Area, 2001-2011

Notes: Average annual wages are calculated based as a weighted average of annual wages based on employment numbers in each profession and area.
Annual wages consist of base salary, cost-of-living allowances, guaranteed pay, hazardous-duty pay, commissions, production bonuses, and tips. Annual wages do not include back pay, jury duty pay, overtime pay, severance pay, shift differentials, nonproduction bonuses, or tuition reimbursements.
Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024.
Phoenix Area comprised of Phoenix-Mesa, AZ MSA, Phoenix-Mesa-Scottsdale, AZ, and Phoenix-Mesa-Glendale, AZ.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
Dr. Leamer's backup.